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U. S. DEPARTMENT OF LABOR  
BUREAU OF LABOR STATISTICS

ROYAL MEEKER, Commissioner

EDMUND J. JAMES

# MONTHLY REVIEW

OF THE

U. S. BUREAU OF LABOR STATISTICS

VOLUME I—JULY, 1915—NUMBER 1



WASHINGTON  
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# MONTHLY REVIEW

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VOL. I—NO. 1

WASHINGTON

JULY, 1915

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## INTRODUCTORY.

With this issue the Bureau of Labor Statistics of the United States Department of Labor begins the publication of its MONTHLY REVIEW. Since the suspension of the bimonthly bulletin in July, 1912, the bureau has felt the need of some medium which it could use for the presentation of important material which accumulates but which in its separate items may not be sufficiently voluminous to warrant presentation in a separate monograph bulletin in any of our established bulletin series.

The MONTHLY REVIEW will be from henceforth the medium through which the Bureau of Labor Statistics will publish the results of original investigations too brief for bulletin purposes, notices of labor legislation by the States or by Congress, and Federal court decisions affecting labor, which from their importance should be given attention before they could ordinarily appear in the bulletins devoted to these subjects.

Through the MONTHLY REVIEW the Bureau of Labor Statistics will deal with such news items of labor as may officially come to its notice. Attention will be given to the current work of this bureau, the other bureaus of the Department of Labor, or any other Government agencies dealing directly with labor matters. The bureau will aim to keep in touch with the current work of the various State labor bureaus, or State activities by whomsoever conducted, within the field of its purview. There are at the present time 37 of the States, and in addition Hawaii, the Philippine Islands, and Porto Rico, which have bureaus or departments of labor. Similar bureaus exist in 31 foreign countries. In addition to these there are the State industrial and workmen's compensation commissions, the minimum wage commissions, factory and mine inspection offices, the State and municipal employment agencies, and a number of other offices regularly engaged in the study of questions and the publication of reports of special interest to labor. Temporary commissions are appointed with in-

creasing frequency to serve but a short time and investigate some single phase of the industrial problem. Most of this material is entirely inaccessible in any form to the general reader. A special purpose of the MONTHLY REVIEW will be to make available regularly and promptly notices and summaries of American and foreign official reports of all bureaus, offices, and commissions of the character indicated above. An attempt will be made to keep in touch with the more important current movements and methods for the reporting of industrial accidents and occupational or industrial diseases and for the prevention of these; to report industrial and vocational surveys, the better housing of workingmen, and any other activities, public or private, that have for their object the betterment of industrial conditions. Summaries of sickness and out-of-work or old-age benefit funds maintained by large employing corporations, national trade-unions, etc., will receive attention.

It is hoped that through the MONTHLY REVIEW the Bureau of Labor Statistics can come in closer touch with current labor activities and by means of this publication give wider publicity and deeper significance to such activities. In the furtherance of this object it is sincerely hoped that the officials in charge of Federal, State, municipal, and private activities along the lines indicated will cooperate by transmitting to the United States Commissioner of Labor Statistics the earliest copies of any plans, outlines, or reports of work in which they are severally engaged.

The MONTHLY REVIEW will be issued on the 29th day of each month.



## CONCILIATION WORK OF THE DEPARTMENT OF LABOR.

The Secretary of Labor is empowered to mediate in labor disputes, and in his discretion to appoint commissioners of conciliation, his authority coming from section 8 of the organic act of the department, the precise terms of which in this respect are as follows:

That the Secretary of Labor shall have power to act as mediator and to appoint commissioners of conciliation in labor disputes whenever in his judgment the interests of industrial peace may require it to be done.

In the exercise of the powers granted in the above section of the law, the department, through its commissioners of conciliation, during the year ending June 30, 1915, exercised its good offices in 32 labor disputes, in which a total of 94,289 workmen were involved. The employees involved in these controversies, the numbers affected, and the results secured, are shown in the following statement:

Subject.	Workmen affected.		Result.
	Directly.	Indirectly.	
Southern Railway clerks.....	675	12,000	Amicable adjustment.
Eastern Ohio coal strike.....	18,000		Do.
Machinists, Lansford, Pa.....	51	10,000	Do.
Controversy, car builders, Richmond, Va.....	29		Unable to adjust.
Machinists' controversy, Hartford, Conn.....	50	323	Amicable adjustment.
Building tradesmen, Buffalo, N. Y.....	4,000		Do.
Lockout, Central Locomotive Co.....	60	250	Do.
Boiler makers' strike, Oklahoma and Texas.....	1,000		Do.
Strike, iron, steel, and tin workers, Canton and Massillon, Ohio.....	475	310	Do.
Controversy, Seaboard Air Line Ry. Co., interpretation of contract.....			Settled by solicitor.
Strike of knitters, Reading, Pa.....	65		Mediation refused.
Typographical strike, New Orleans, La.....	186	114	Unable to adjust.
Lockout, Derby Silver Co., Derby, Conn.....	250	5,000	Amicable adjustment.
Strike of longshoremen, Pacific coast.....	10,000	20,000	Pending.
Strike of textile workers, Philadelphia, Pa.....			Do.
Strike of coal miners, Hazleton, Pa.....	200		Amicable adjustment.
Western Union controversy, St. Louis, Mo.....	40		Do.
Coopers' strike, Paragould, Ark.....	138		Do.
Textile strike, Lenoir City, Tenn., and other points in South.....	400		Pending.
Wilkes-Barre Street Railway Co.....	345	255	Amicable adjustment.
Indianapolis Terminal Co. controversy.....	1,000		Pending.
Strike in paper mills, Hamilton, Ohio, and other points.....			Strike averted.
Threatened strike, International Paper Co., New York and New England points.....	5,023		Amicable adjustment.
Threatened strike, clerks, New York, New Haven & Hartford R. R. Co.....	1,800		Do.
Textile workers' controversy, Dobson's mills, Germantown, Pa.....			Do.
Strike, Bessemer Iron Works, Grove City, Pa.....			Do.
Tie cutters' strike, New York City.....	300		Do.
Plumbers' strike, Salem, Mass.....			Do.
Overbrook Carpet Mills, Philadelphia, Pa.....	200		Pending.
Strike at mills of C. H. Masland & Sons, Philadelphia, Pa.....	300	750	Amicable adjustment.
Machinists and boiler makers of La France Fire Engine Co., Elmira, N. Y.....	300		Do.
Clerks' controversy, Chicago & Eastern Illinois R. R.....	400		Do.
Total.....	45,287	49,002	

## FEDERAL EMPLOYMENT WORK OF THE DEPARTMENT OF LABOR.

The immigration act of February 20, 1907, created and defined the functions of a special division of information within the Bureau of Immigration and Naturalization (now two separate bureaus) in the terms following:

It shall be the duty of said division to promote a beneficial distribution of aliens admitted into the United States among the several States and Territories desiring immigration. Correspondence shall be had with the proper officials of the States and Territories, and said division shall gather from all available sources useful information regarding the resources, products, and physical characteristics of each State and Territory, and shall publish such information in different languages and distribute the publications among all admitted aliens who may ask for such information at the immigrant stations of the United States and to such other persons as may desire the same.

By the act of March 4, 1913, creating the Department of Labor, the Bureau of Immigration, and with it the Division of Information, was transferred to that department. By this transfer the scope of the work of the division was considerably enlarged on account of the larger powers given to the department, as is plainly indicated by these words of the act:

The purpose of the Department of Labor shall be to foster, promote, and develop the welfare of the wage earners of the United States, to improve their working conditions, and to advance their opportunities for profitable employment.

Prior to this the work of the Division of Information had been almost entirely limited to securing positions for aliens; lack of a clear understanding of its purposes, and misapprehension caused by that lack of understanding, hampered its work at the start. In 1909 the chief of the division proposed certain changes in its work aiming to enlarge its scope. These changes were discussed by a conference of labor leaders with the then Secretary of Commerce and Labor,<sup>1</sup> but as no results flowed from this conference the project was dropped, and the division had to wait until the creation of the Department of Labor for a fresh start in its work. The division has further strengthened itself by cooperating through the department with the other departments of the Government, namely, the Departments of Agriculture, Interior, Commerce, and the Post Office.

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<sup>1</sup> Labor conference. Proceedings of the conference with the representatives of labor, held in the office of the Secretary of Commerce and Labor. Feb. 10 and 11, 1909. Washington, Government Printing Office, 1909.

The actual work of placing the applicants for positions is, of course, mainly done away from Washington. The work is divided among 18 principal headquarters, subordinate to some of which are branch offices. Each headquarters is the center of a larger geographical zone; the arrangement is as follows:

*Zone 1.*—Maine, Massachusetts, and Rhode Island. Headquarters, Boston; subbranches, Portland, Providence, and New Bedford.

*Zone 2.*—New York, New Jersey, Connecticut, New Hampshire, and Vermont. Headquarters, New York City; subbranches, Buffalo and Matawan (N. J.).

*Zone 3.*—Pennsylvania, Delaware, and West Virginia. Headquarters, Philadelphia; subbranch, Pittsburgh.

*Zone 4.*—Maryland. Headquarters, Baltimore.

*Zone 5.*—Virginia and North Carolina. Headquarters, Norfolk.

*Zone 6.*—Florida, Georgia, Alabama, and South Carolina. Headquarters, Jacksonville; subbranches, Savannah, Mobile, Birmingham, and Charleston.

*Zone 7.*—Louisiana, Mississippi, Arkansas, and Tennessee. Headquarters, New Orleans; subbranches, Gulfport and Memphis.

*Zone 8.*—Texas and New Mexico. Headquarters, Galveston; subbranches, Albuquerque (N. Mex.), Big Spring, Brownsville, Laredo, Eagle Pass, San Antonio, Del Rio, El Paso, San Angelo, Amarillo (Tex.), Tucumcari and Deming (N. Mex.).

*Zone 9.*—Ohio and Kentucky. Headquarters, Cleveland.

*Zone 10.*—Illinois, Indiana, Michigan, and Wisconsin. Headquarters, Chicago; subbranches, Detroit, Sault Ste. Marie (Mich.), and Indianapolis.

*Zone 11.*—Minnesota, North Dakota, and South Dakota. Headquarters, Minneapolis.

*Zone 12.*—Missouri, Kansas, Oklahoma, and Iowa. Headquarters, St. Louis; subbranch, Kansas City.

*Zone 13.*—Colorado, Wyoming, Nebraska, and Utah. Headquarters, Denver; subbranch, Salt Lake City.

*Zone 14.*—Montana and Idaho. Headquarters, Helena; subbranch, Moscow (Idaho).

*Zone 15.*—Washington. Headquarters, Seattle; subbranches, Spokane, Walla Walla, Tacoma, Aberdeen, Everett, Bellingham, Port Angeles, Port Townsend, Custer, Lynden, Nooksack, and Friday Harbor.

*Zone 16.*—Oregon. Headquarters, Portland; subbranch, Astoria.

*Zone 17.*—California (north of the northern boundary of San Luis Obispo, Kern, and San Bernardino Counties) and Nevada. Headquarters, San Francisco; subbranches, Sacramento, Fresno, Eureka, and Monterey (Cal.).

*Zone 18.*—California (south of the northern boundary of San Luis Obispo, Kern, and San Bernardino counties) and Arizona. Headquarters, Los Angeles; subbranches, San Diego (Cal.), Tucson, Douglas, Naco, Nogales, Phoenix (Ariz.), Santa Ana, Santa Barbara, San Luis Obispo, Bakersfield, San Bernardino (Cal.), Yuma (Ariz.), Calexico and Indio, (Cal.).

An immigrant inspector is in charge of each headquarters, with an assistant ready to take his place if necessary.

Through the assistance of the local post office placards are posted informing the reader of the work and purpose of the division, directing him how to proceed if information is desired concerning a position.



All the services of the division are rendered free, both to employer and employee, and the form postal cards requesting information when properly transmitted through the Post Office Department require no postage.

The form of application which the employer is required to fill out must give references, state the kind of work, length of employment, hours of labor, wages, frequency of wage payments, and how paid, whether by check or cash, living accommodations and cost, store accommodations and prices, whether strikes or other labor disputes are in progress, and such other facts as the department may need. The forms which the applicant for work is required to use give the necessary facts, such as his age, physical capacity, occupation, wages desired, etc., required for finding him a suitable position.

A series of tables follow, which throw some light on the extent of the work of the division. In studying this statistical survey an impression may be left that the results obtained are not quite so significant as they might be. However, it should be borne in mind that the territory which the service of the division has to cover is extremely large; that it has to meet the competition of already existing agencies, over which it has no control, and with which it finds itself unable to cooperate, because of the inadequate grant of authority from the law; furthermore, the work is new and still in a somewhat experimental stage.

The first table which follows shows the number of applications for positions, the places filled, and the number of applications per 100 places filled. It should be explained that the column headed "Applicants for positions" includes a few who merely ask for information, as, for instance, the possibility of obtaining land for settlement; but for all practical purposes the number represents pretty closely the actual number of calls for jobs. Relatively the largest number of positions filled seems to have been during the year 1913, in which year the proportion between the applicants for positions and the places filled is the lowest, or 396 applicants for each 100 places filled.

There is a marked increase in the number of applicants for whom positions were found between 1914 and 1915, the number for 10 months of the fiscal year 1915 being greater than that for the entire year preceding.

The large number of applicants for each 100 positions filled would seem to indicate perhaps further need of organization in order to get in touch with the employers who have vacancies to fill; and the large proportion should not be attributed to a large amount of unemployment, as the operations of the division comprehend only a small fraction of the general movement of the supply and demand of labor. The table follows:

## TOTAL APPLICATIONS MADE TO THE DIVISION OF INFORMATION OF THE BUREAU OF IMMIGRATION SINCE ITS ORGANIZATION, SEPTEMBER, 1907, PLACES FILLED, AND NUMBER OF APPLICATIONS PER 100 PLACES FILLED.

[Source: Annual Reports of the Chief of the Division of Information, Washington, 1908-1914.]

Fiscal year ending June 30—	Applicants for positions.	Places filled.	Number of applications per 100 places filled.
1908.....	(1)	840	.....
1909.....	26,477	4,168	635.2
1910.....	18,239	4,283	425.8
1911.....	30,657	5,176	592.3
1912.....	26,213	5,807	451.4
1913.....	19,891	5,025	395.8
1914.....	19,393	3,368	575.8
1915.....	<sup>2</sup> 87,929	<sup>3</sup> 3,624	.....

<sup>1</sup> Not reported.<sup>2</sup> Reports from one zone (Chicago headquarters) not received for June, 1915.<sup>3</sup> Ten months.

The next table classifies the number of persons for whom positions were secured from 1908 to 1914. The per cent columns of this table show very clearly that the Division of Information has been most largely instrumental in securing positions for the aliens, the purpose for which it was originally established. The last three years seem to indicate an increase in the proportion of positions secured for American citizens.

## CITIZENSHIP OF PERSONS SECURING EMPLOYMENT THROUGH THE DIVISION OF INFORMATION OF THE BUREAU OF IMMIGRATION, 1908-1914.

[Source: Annual Reports of the Chief of the Division of Information, Washington, 1908 to 1914.]

Fiscal year ending June 30—	Number.			Per cent.		
	United States citizens.	Foreign born or not naturalized.	Total.	United States citizens.	Foreign born or not naturalized.	Total.
1908 and 1909.....	517	4,491	5,008	10.32	89.68	100.00
1910.....	562	3,721	4,283	13.12	86.88	100.00
1911.....	500	4,676	5,176	9.66	90.34	100.00
1912.....	923	4,884	5,807	15.89	84.11	100.00
1913.....	964	4,061	5,025	19.18	80.82	100.00
1914.....	533	2,835	3,368	15.83	84.17	100.00

The third table classifies by occupations persons for whom positions were secured during the 5 fiscal years 1910 to 1914 and during the first 10 months of 1915. This table shows that in 1910 by far the largest number of positions were secured for farm laborers, but the proportion of farm laborers gradually decreased until 1913, and increased again in 1914 and 1915. There was a general increase in the proportion of positions secured for ordinary laborers from 1910 to 1913, and for the five years and 10 months about one-third (32 per cent) of the positions secured have been for common laborers. All other occupations form a small proportion of the total positions secured.

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## PERSONS OF SPECIFIED OCCUPATIONS OBTAINING EMPLOYMENT THROUGH THE DIVISION OF INFORMATION OF THE BUREAU OF IMMIGRATION, 1910-1914.

[Source: Annual Reports of the Chief of the Division of Information, Washington, 1910 to 1914.]

### NUMBER.

Occupation.	1909-10	1910-11	1911-12	1912-13	1913-14	1914-15(10 months).
Domestic help.....	314	360	245	90	73	132
Farm laborers <sup>1</sup> .....	2,747	3,083	2,813	1,920	1,870	1,811
Ordinary laborers.....	1,047	1,215	2,167	2,482	1,022	1,070
Other occupations.....	175	518	582	533	403	611
Total.....	4,283	5,176	5,807	5,025	3,368	3,624

### PER CENT.

Domestic help.....	7.33	6.96	4.22	1.79	2.17	3.64
Farm laborers <sup>1</sup> .....	64.14	59.56	48.44	38.21	55.52	49.97
Ordinary laborers.....	24.44	23.47	37.32	49.39	30.34	29.53
Other occupations.....	4.09	10.01	10.02	10.61	11.97	16.86
Total.....	100.00	100.00	100.00	100.00	100.00	100.00

<sup>1</sup> Not including gardeners.

The fourth and final table shows the distribution, by States, of the persons distributed during the period 1910-1915 (five years and 10 months). According to this table the largest number of persons applying for positions have been distributed in New York (11,001); the States next in order have been New Jersey, Pennsylvania, Connecticut, Illinois, and Texas.

## DISTRIBUTION BY STATES OF PERSONS SECURING EMPLOYMENT THROUGH THE DIVISION OF INFORMATION OF THE BUREAU OF IMMIGRATION, 1910 TO 1915.

[Source: Annual Reports of the Chief of the Division of Information, Washington, 1910, 1914.]

State.	1909-10	1910-11	1911-12	1912-13	1913-14	1914-15(10 months).	Total.
Alabama.....	27	136	68	7	9	1	248
Arizona.....						2	2
Arkansas.....	10	23	2				35
California.....		1		1	1	211	214
Colorado.....	1	1				31	33
Connecticut.....	202	252	253	220	183	62	1,172
Delaware.....	3	4	3		7	39	56
District of Columbia.....		1			12	4	17
Florida.....		1	4			1	6
Georgia.....	15		7		6	2	30
Hawaii.....						1	1
Idaho.....			1			1	2
Illinois.....	52	54	13	101	35	405	660
Indiana.....	15	13	8	3	29	30	98
Iowa.....	140	58	25	22	16	234	495
Kansas.....	30	97	5	7	1	65	205
Kentucky.....	6	6			2		14
Louisiana.....			52	199	79		330
Maine.....	22	6	15	6	10	28	87
Maryland.....	61	13		18	13	253	358
Massachusetts.....	43	19	103	112	40	10	327
Michigan.....	85	38	74	75	128	135	535
Minnesota.....	43	44	11	20	26	206	350
Mississippi.....			2	25	9	1	37
Missouri.....	38	15	1	52	7	110	223
Montana.....	1			8		7	16
Nebraska.....	38	20	5	2	5	15	85
Nevada.....	4						4
New Hampshire.....		2	17	10	16	3	48
New Jersey.....	948	1,236	1,654	1,114	800	436	6,188



DISTRIBUTION BY STATES OF PERSONS LEAVING EMPLOYMENT THROUGH THE  
DIVISION OF INFORMATION OF THE BUREAU OF IMMIGRATION, 1910 TO 1915—  
Concluded.

State.	1909-10	1910-11	1911-12	1912-13	1913-14	1914-15 (10 months).	Total.
New Mexico.....						10	10
New York.....	2,139	2,545	3,013	1,707	968	629	11,001
North Carolina.....	1		14		4	7	26
North Dakota.....	34	11	5	5	5	51	111
Ohio.....	27	11	82	134	176	26	456
Oklahoma.....	15	2	1		10	4	32
Oregon.....						19	19
Pennsylvania.....	23	42	40	978	340	82	1,505
Rhode Island.....	8	2	5	4	7	14	40
South Carolina.....	17	11			53		81
South Dakota.....	14	7	3	1	7	29	61
Tennessee.....		233		23	34		290
Texas.....	133	211	132	27	58	14	575
Utah.....						4	4
Vermont.....	5	21	98	99	55	24	302
Virginia.....	39	18	43	4	133	135	372
Washington.....				1		101	102
West Virginia.....	17		41	22	5	6	91
Wisconsin.....	27	22	7	18	77	176	327
Wyoming.....					2		2
United States.....	4,283	5,176	5,807	5,025	3,368	3,624	27,283

## LABOR LEGISLATION OF 1915.

Year by year labor legislation more and more occupies the time of the various legislative bodies of the United States. During the current year, including Congress and the legislatures of the island possessions, 49 legislative bodies have met, some of them in more than a single session.<sup>1</sup> Although the material is not at hand for a complete account of the labor laws passed, it is possible to enumerate the principal new laws which have been enacted.

The present survey is not intended to take the place of the annual review with accompanying text of labor laws. Also, it does not take note of the amendments unless of prime importance, the purpose being rather to indicate the extensions or recognitions in new fields of the various forms of labor legislation. The subject is taken up by States in alphabetical order rather than by topics, since the material is not available to summarize fully the operations for the year in any field, and for most of the States but part of the facts are known. Eight States and the Territories of Alaska and Hawaii have been added to the list of those having workmen's compensation laws, while in other States important amendments have been made. The result of the year's additions is that 31 States, besides Alaska, the Philippine Islands, and Hawaii, now have such laws, all enacted since 1909. The subject of employment agencies, also, has received an unusual amount of attention during the present year.

The Alabama Legislature enacted a more effective law relating to child labor, covering all occupations, including street trades. Fourteen years is fixed as the minimum age for industrial employments after 1916, and the provisions for enforcement of the law are strengthened.

The Alaska compensation law already referred to is elective in form and applies only to mining and related operations. Another law of this Territory prescribes an 8-hour day for placer miners, thus putting them on the same basis as already provided for other miners.

An Arkansas statute regulates the employment of women, establishing a 9-hour day and a 54-hour week, forbidding nightwork below the age of 18, and fixing a minimum wage of \$1 per day for learners and \$1.25 for those of six months' experience.

Free public employment offices under the State labor commissioner are provided for the larger cities of California, and the sum of \$2,000

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<sup>1</sup> The only States whose legislatures did not meet during the present year were Kentucky, Maryland, and Mississippi.

is appropriated to investigate the subject of unemployment. An enactment relating to child labor fixes 10 years as the minimum age for street trades, other amending acts relating to the subjects of minimum wages and workmen's compensation.

The compensation law of Colorado, elective as to private employers but compulsory as to the State and its municipalities, provides for benefits on a basis of 50 per cent of the wages, \$8 weekly maximum, for not more than 6 years, the total benefits not to exceed \$2,500.

The workmen's compensation law of Connecticut is amended so as to exclude farm labor and employers of not more than 5 workmen. The bureau of labor statistics and the office of the State factory inspector in this State are merged into a State department of labor and factory inspection.

The Delaware Legislature established an unpaid labor commission to have charge of the appointment of the woman-and-child-labor inspectors.

The Florida Legislature enacted a compulsory education law, operative when adopted locally, strengthened the child-labor law of the State and provided for a commission on the subject of mothers' pensions.

The Hawaii Legislature enacted a compulsory compensation law for that Territory of general application to industrial employment and public service, with a maximum benefit of \$5,000.

The law of Illinois providing for free public employment offices was amended, and a commission to investigate unemployment was provided for. Benefits under the workmen's compensation act were increased.

A workmen's compensation law was enacted in Indiana, elective in form, and to be administered by an industrial board. Benefits are to be 55 per cent of the weekly wages for not more than 300 weeks, with a maximum of \$5,000.

Free public employment offices are provided for in the Iowa bureau of statistics and information; another law authorizes the commissioner of labor to inspect all mills and factories instead of only those employing 5 or more persons. A new child-labor law for this State limits the hours of labor of children under 16 to 8 per day and regulates street trades, messenger service, etc. Railroad companies in this State must henceforth pay their workmen twice a month.

Contractors on public works in the State of Maine are required by a law of that State to pay their employees semimonthly. The legislature also enacted an elective compensation law, benefits being 50 per cent of the wages for 500 weeks in cases of total disability, the maximum amount being \$3,000. New laws relating to the hours of labor of women and children and the employment of children generally were also passed. The provision as to hours of labor applies to



children under 16 and all females, and fixes a 9-hour day and 54-hour week, canneries being excepted.

The labor legislation of Massachusetts was chiefly amendatory, no law of prime importance being enacted in this field. Two acts provide for the examination and licensing of electricians and of engineers and firemen, respectively, while another provides a new mechanics' lien law for cases in which real property is affected. A resolve of this legislature directs the State forester to give employment to worthy needy persons, preferably citizens of Massachusetts.

Considerable amendments to the workmen's compensation law of the State were made by the Michigan Legislature. Another act makes provision for the mediation of labor disputes.

The Minnesota Legislature requires public utility corporations to pay wages twice a month. It also passed a law prescribing penalties in cases of the nonpayment by contractors of the wages due their workmen out of current installments paid by owners for improvements on real estate, such withholding being punishable as for larceny. Domestic products and materials are to be preferred for use in the construction of public buildings in this State. The compensation law of this State was amended in a number of respects, among others by exempting railroads from the application of the law, and enacting a liability law for railroad employees of practically the same effect as the Federal statute on this subject.

The only action of the Missouri Legislature of which account has been received is the appointment of a commission by the senate to draft a code of laws relating to children. The third commission of this State on workmen's compensation presented drafts of bills for compensation legislation and an industrial commission, but they failed of passage.

The Legislature of Montana enacted an elective compensation law, compulsory as to public employees and public contractors, providing for payment of 50 per cent of weekly wages for disability of 400 weeks, and a flat rate of \$5 weekly thereafter if disability continues.

The Nebraska Legislature enacted a new and more workable mothers' pension law, provided that the 9-hour law for women should not be applicable except in cities of 5,000 or more, and provided for the licensing and general regulation of private employment offices.

Free public employment offices are established under the department of labor by an act of the New Jersey Legislature; another act merges the bureau of industrial statistics with this department. Street and water commissioners in cities of the first class are authorized to establish contributory pension systems for employees in their departments. The common councils and boards of cities in which there is a committee for the relief of unemployment are authorized to employ needy persons as unskilled laborers without full compliance with civil-service requirements.

The New York Legislature abolished the industrial board and the workmen's compensation commission, and established an industrial commission to have in charge the various matters administered by these bodies; a new function of this commission is the giving of aid to employees in the prosecution of claims against their employers, and the protection of employees against frauds and extortion generally. The office of fire marshal was also abolished, and his duties as to the enforcement of labor laws were transferred to the commissioner of labor (now the industrial commission). The law forbidding the employment of aliens on public works in this State was amended so as to make such employment not unlawful, though citizens are to be preferred when available. The hours of labor of employees in grocery stores are limited to 70 per week for persons above the age of 16 years, 11 hours on 5 days and 15 on Saturdays. A law was enacted providing assistance for needy widows with children under 16 years of age, the amount being about \$11 per month for each child. The workmen's compensation act was amended so as to allow direct settlements between employers and their injured workmen, such settlements to be approved by the industrial commission. Advance payments may also be made, the amounts to be deducted when final determinations of awards is made. The law relating to manufacture, use, and storage of explosives was also amended.

The Legislature of North Carolina enacted a law requiring railroads to pay their employees semimonthly, one limiting the hours of labor of women and minors in factories to 60 per week, and one providing for the organization of industrial cooperative societies.

A mothers' pension law was passed by the Legislature of North Dakota providing for children up to the age of 14 years, the maximum allowance being \$15 per month for each child.

A compulsory compensation law applicable only in cases of non-fatal accidents was adopted in Oklahoma, the benefits amounting to 50 per cent of the weekly wages for not more than 500 weeks, with a \$10 weekly maximum.

An Oregon statute fixes fees and provides for the licensing and regulation of private employment offices. Another law requires annual reports to the commissioner of labor statistics of all deductions of wages made by employers for hospital and relief funds. State products are to be preferred for use on public works of the State unless the cost is more than 5 per cent greater. A house joint resolution directs that operations on public works shall be so conducted as to furnish employment in seasons of unemployment. Other laws of this State relate to the inspection and regulation of bakeries and the like, and to the reporting of accidents by all employers of more than 3 persons.



The Pennsylvania Legislature passed an elective workmen's compensation act, benefits being 50 per cent of the wages, not more than \$10 weekly, for not more than 400 weeks. A State administrative board is provided, and an amendment to the constitution providing for a compulsory statute is to be voted upon at the time of the November election. The law relating to the employment of certified foremen, etc., in mines was amended so as to make them the employees and agents of the operators, for whose negligence the operators are to be held liable. Free public employment offices in the department of labor and industry are provided for, while private employment offices are subjected to regulations to be enforced by the commissioner. A new child-labor law was passed in this State, involving a number of changes, one of the most interesting of which is the provision that for children's employment between the ages of 14 (the minimum age for employment) and 16 a 51-hour week is to be the maximum, and of this 8 hours must be devoted to vocational instruction in a day school where facilities exist. The sum of \$1,000,000 was appropriated to provide suitable schools.

The legislature of the Philippine Islands proposes a tax of \$500 for each Province on immigrant agents contracting or otherwise providing for the shipment of laborers. A supplement to the employers' liability act of the islands makes the negligence of the employer a presumption in cases of personal injury or death of an employee while at work. The examination and licensing of watch officers and engineers of vessels in coastwise trade on the high seas is provided for.

Amendments to the Rhode Island compensation law provide for insurance for the security of payments, and for the reporting of accidents. A separate act requires reports of occupational diseases.

A South Carolina statute provides a penalty for failure to pay wages due employees at the time of their discharge. Another forbids the discounting of laborers' pay or trade checks. The segregation of races in textile factories is required by another statute; while a fourth prohibits tips.

Private employment offices are regulated by a Texas statute. Another act of the Texas legislature requires wash rooms to be provided for miners, while others relate to compulsory school attendance of children and to the hours of labor of their employment. A 54-hour week is established, with permission for extra work at double pay for time over 9 hours per day in cotton mills and in laundries.

A novel statute was enacted in Utah fixing 6 p. m. as the hour of closing for all commercial and mercantile houses except drug stores and purveyors of perishable articles of food. Another statute forbids the employment of children under the age of 14 in or about places where tobacco is sold or in any pool room. A commission was created in this State to investigate and report on the subject of workmen's compensation.



The Vermont Legislature enacted an elective compensation law providing 50 per cent of the wages as benefits for 260 weeks, the maximum for disability being \$4,000, and for death \$3,500. Other laws provide for seats for female employees in all places of employment, for vocational education, and for the regulation of barber shops.

Amendments to the Washington compensation law look toward increased effectiveness of administration, while the mothers' pension law of the State was made the subject of amendments of a restrictive nature. An act was passed forbidding the use of banners, transparencies, or written or printed matter in calling attention to labor disputes, thus restricting picketing and similar activities.

The compensation law of West Virginia was amended by abolishing the administrative commission and substituting therefor a single commissioner. Self-insurance by financially responsible employers is authorized, and the expenses of administration are to be charged on the compensation fund instead of on the general funds of the State treasury. The number of mine inspectors in this State was increased, and the powers of the department enlarged.

The Wyoming constitution was amended in 1914 so as to authorize the enactment of a compulsory compensation statute. The resultant act provides for State insurance, and benefit payments of lump sums without regard to the earning capacity of the injured workmen. Dependent widows having children under 14 years of age are to receive assistance in an amount equal to \$20 for one child, with \$10 additional for others. The hours of labor of women is fixed at 10 per day, within 12 consecutive hours, with a maximum of 56 hours' service per week. Children under 18 years of age may not be employed in breweries, saloons, or concert halls, or under 14 as messengers to such places. Other provisions of this act establish a 9-hour day for children under 14 years of age, and require seats for females under 18. The incorporation of cooperative associations for manufacturing, mechanical, or industrial businesses is provided for.

The Federal Congress enacted a law regulating the conditions of the employment of seamen, abolishing arrest and imprisonment for desertion, and providing for safety. Appropriation bills contained measures prohibiting the use of stop watches or other time-measuring devices for the time study of jobs, or the giving of bonuses or cash awards in addition to regular wages except for suggestions as to improvements or economy in operations; these provisions are found in the bills providing for the naval service and for arsenals, etc., for the Army. In the fortifications appropriations bill a provision was incorporated directing a preference to be given to articles of domestic manufacture in the manufacture of ordnance, etc.

## STRIKES AND LOCKOUTS IN THE UNITED STATES IN 1914.

The statistics of strikes and lockouts in the United States covering the period from 1881 to 1905, inclusive, have been the subject of four annual reports of the Bureau of Labor Statistics, published in 1887, 1894, 1901, and 1906. The data for these years were secured by the investigations of trained field agents, and with such a method it is probable that few strikes and lockouts were omitted from the enumeration. Because of the time and expense involved the bureau has not considered it possible to continue to attempt to secure complete records of strikes and lockouts by this method, although it is probably the only one likely to secure complete returns.

In 1914, for the first time, an attempt was made to compile a record of strikes and lockouts entirely from printed sources—newspapers, labor journals, trade-union periodicals, manufacturers, and trade papers, and other sources. The greater part of the information was obtained from trade-union periodicals.

By this method the bureau secured records of 1,080 strikes and lockouts that began or were pending in the calendar year 1914. Whether strikes and lockouts have increased in number in the United States since 1905, the last year covered by the bureau's investigation, it is not possible to say from these figures. It would be manifestly incorrect to compare the incomplete data collected in this manner with the more comprehensive reports secured by the investigations of trained field agents. In spite of the incompleteness of the data for 1914, however, the figures give considerable information of value in regard to the labor disturbances which occurred in that year.

The table in which strikes and lockouts are classified by occupations and by States shows that of the 1,080 strikes and lockouts, 275 were in the building trades, 129 in the metal trades, 78 in the clothing industry, and 54 in textile work. The number of strikes reported north of the Ohio and east of the Mississippi was 742; south of the Ohio and east of the Mississippi, 90; west of the Mississippi, 248. Sixty-six per cent occurred in 10 States and 46 per cent in five States, the leading States being New York, 148; Pennsylvania, 104; Massachusetts, 90; Ohio, 80; and Illinois, 75.

Of the number of disturbances reported, 979 were strikes and 101 were lockouts. It was sometimes difficult to determine from the printed accounts whether the disturbance should be classed as a strike or lockout.

The record of establishments involved is incomplete; it could be determined, however, with approximate accuracy for 595 disturbances. For such the figures are as follows:

## NUMBER OF STRIKES OR LOCKOUTS, BY NUMBER OF ESTABLISHMENTS INVOLVED, 1914.

Establishments involved.	Strikes or lockouts.	Establishments involved.	Strikes or lockouts.
1 establishment.....	538	26 establishments.....	2
2 establishments.....	26	30 establishments.....	1
3 establishments.....	9	32 establishments.....	1
4 establishments.....	2	38 establishments.....	1
5 establishments.....	4	50 establishments.....	1
6 establishments.....	1	202 establishments.....	1
8 establishments.....	1	250 establishments.....	1
9 establishments.....	1		
11 establishments.....	1	Total.....	595
14 establishments.....	1	No record.....	485
20 establishments.....	3		

When several establishments were involved in a common disturbance, with a common cause, such disturbance has been counted as a single strike or lockout, even though the establishments became involved at different dates. The same ruling has obtained when different trades have been involved in one common disturbance. A purely sympathetic strike or lockout, however, has been counted as a separate disturbance. The number of such sympathetic strikes or lockouts identified as such was 25. Nearly all of the strikes and lockouts were by or against trades that are generally organized, as will be seen by examination of the general table.

The causes of strikes and lockouts were not always reported and when reported were sometimes stated in an indefinite way. The principal causes appear to be wages, hours of labor, working conditions, or recognition of the union, and often several causes were assigned. Lockouts occurred frequently to prevent organization or to force an open shop. The number of strikes and lockouts arising from the several causes, as nearly as could be determined from the data, was as follows:

*Number of strikes, by causes, 1914.*

Wages (of which 80 are reductions).....	267
Hours.....	44
Wages and hours.....	34
General conditions.....	63
Conditions and wages.....	25
Conditions and hours.....	3
Conditions, wages, and hours.....	6
Recognition of the union.....	57
Recognition and wages.....	18
Recognition and hours.....	3
Recognition, wages, and hours.....	8
Conditions, including recognition.....	3
Sympathetic.....	25
For right to organize.....	9
To prevent change to open shop.....	21
Because of discharge of union men.....	45
Because of employment of nonunion employees.....	13
Jurisdictional.....	14
Discrimination.....	10



For nonpayment of wages.....	10
Relative to the agreement.....	33
Miscellaneous.....	26
Total.....	737

*Number of lockouts, by causes, 1914.*

Wages.....	5
Wage reduction.....	12
Hours.....	4
Hours and wages.....	2
Because of organizing or joining a union.....	13
Recognition.....	6
Conditions.....	9
Conditions and hours.....	1
Open or nonunion shop planned.....	7
Union rules.....	1
Protest against discharges.....	2
Jurisdictional.....	2
Relative to agreement.....	4
Misunderstanding.....	1
Because of a strike by a few.....	1
About shot firing in mines.....	1
Total.....	71

The results of strikes and lockouts were reported with a greater or less degree of certainty in 336 cases, as follows:

*Results of strikes and lockouts, so far as reported, 1914.*

In favor of employees.....	198
In favor of employers.....	37
Compromised.....	46
Satisfactorily settled.....	27
Improved conditions.....	8
Returned, pending arbitration.....	20
Total.....	336

These figures should be accepted as showing a proportion of success and failure in labor disturbances with considerable reservation, since the papers from which the information was obtained appear to be much more apt to report strikes and lockouts resulting favorably to the employees than to report results unfavorable to employees.

The number of persons involved in strikes and lockouts in 1914 was stated approximately for only 293 disturbances, as follows:

## NUMBER OF STRIKES AND LOCKOUTS, SO FAR AS REPORTED, BY GROUPS OF PERSONS INVOLVED, 1914.

Groups of persons involved.	Number of strikes.	Groups of persons involved.	Number of strikes.
5 and under.....	9	151 to 200.....	19
6 to 10.....	13	201 to 350.....	22
11 to 20.....	17	351 to 500.....	23
21 to 30.....	17	501 to 999.....	18
31 to 40.....	26	1,000 to 1,500.....	21
41 to 60.....	26	1,501 to 5,000.....	13
61 to 80.....	14	Over 5,000.....	13
81 to 100.....	24		
101 to 150.....	18	Total.....	293

The disturbances in which over 5,000 persons were involved were the Westinghouse strike in Pittsburgh, strikes in the clothing industry and the building trades in New York, and various coal strikes, the coal strike in Ohio being reported to involve at least 50,000 people.

For only 228 strikes and lockouts is it possible to state the duration, as follows:

*Duration of strikes and lockouts, so far as reported, 1914.*

Less than 1 hour.....	3
1 hour and less than 1 day.....	10
1 day.....	17
More than 1 and less than 3 days.....	15
3 days and less than 1 week.....	18
1 week.....	13
More than 1 week and less than 2 weeks.....	18
2 weeks.....	19
More than 2 weeks and less than 1 month.....	22
1 month and less than 2 months.....	27
2 months and less than 3 months.....	11
3 months and less than 6 months.....	18
6 months and less than 1 year.....	17
1 year and less than 2 years.....	8
Over 2 years.....	12
Total.....	228

The length of time of the 12 strikes which lasted over 2 years is approximately as follows:  $2\frac{1}{2}$  years, 3 years,  $3\frac{1}{2}$  years (2), 4 years,  $4\frac{1}{2}$  years, 5 years, 6 years, 8 years, 10 years, 12 years, and 16 years. The strike that lasted 16 years was one of photo-engravers in New York City, and the one that lasted 12 years was against a paving brick company in Illinois.

The following table shows the number and per cent of strikes in 10 groups of industries in which the largest number of strikes occurred. Over one-fourth of all the strikes reported were found in the building trades, the number being greater than the total of the three industries which immediately follow—metal trades, clothing, and transportation:

NUMBER AND PER CENT OF STRIKES IN THE 10 GROUPS OF INDUSTRIES IN WHICH THE LARGEST NUMBER OF STRIKES OCCURRED, 1914.

Industries.	Number.	Per cent.
Building trades.....	275	26.5
Metal trades.....	129	12.7
Clothing industries.....	78	7.4
Transportation.....	52	5.0
Mining industry.....	51	4.8
Baking industry.....	47	4.7
Textile work.....	54	4.4
Lumber.....	40	3.8
Teamsters.....	34	3.1
Printing and publishing.....	20	2.0

The number and per cent of strikes in the 11 individual occupations in which the largest number of strikes occurred are shown in the table following:

NUMBER AND PER CENT OF STRIKES IN THE 11 INDIVIDUAL OCCUPATIONS IN WHICH THE LARGEST NUMBER OF STRIKES OCCURRED, 1914.

Occupations.	Number.	Per cent.
Plumbers and steam fitters.....	83	7.7
Painters.....	61	5.6
Bakers.....	47	4.4
Coal miners.....	48	4.4
Machinists.....	44	4.1
Lumber workers.....	40	3.7
Carpenters.....	35	3.2
Teamsters.....	30	2.8
Molders.....	27	2.5
Street railway employees.....	27	2.5
Metal polishers.....	26	2.4

NUMBER OF STRIKES IN SPECIFIED OCCUPATIONS, BY STATES, 1914.

States, etc.	Bak- ers.	Bar- bers.	Boot and shoe mak- ers.	Brew- ery work- ers.	Brick- mak- ers.	Broom and whisk mak- ers.	Building trades.						Paint- ers.
							Brick- lay- ers.	Car- pen- ters.	Ce- ment work- ers.	Elec- trical work- ers.	La- bor- ers.	Mar- ble work- ers.	
Alabama.....													1
Arizona.....													1
California.....	6		1				1			1			5
Colorado.....				1							1		1
Connecticut.....								1					2
District of Columbia	1									1			
Illinois.....	6				2	1		5		2			2
Indiana.....	1					2							2
Iowa.....			1			1		1					2
Kansas.....													1
Kentucky.....	1	1											1
Louisiana.....					1			1					1
Maine.....											1		
Maryland.....	1									1			
Massachusetts.....	3		5				1	3					9
Michigan.....	4			2								1	2
Minnesota.....			1								1	1	1
Missouri.....	1		1				1	2	1				
Montana.....	1												
New Hampshire.....			1					1			1		1
New Jersey.....	3						1						2
New York.....	10	1	2	1			1	3					6
Ohio.....	3		3				2	4		1	2		6
Pennsylvania.....	3			4				7		1			3
Porto Rico.....	1												
Rhode Island.....													1
Tennessee.....		1						1					3
Texas.....	1	1			1		1	3		1			1
Utah.....			1							1			
Virginia.....													1
Washington.....													1
West Virginia.....													1
Wisconsin.....	1		2	1			2	3					4
Total.....	<sup>1</sup> 47	4	18	<sup>2</sup> 9	4	4	10	<sup>3</sup> 35	1	9	<sup>4</sup> 6	2	<sup>5</sup> 61

<sup>1</sup> Including 2 of bakery drivers.

<sup>2</sup> Including 1 of brewery drivers.

<sup>3</sup> Including 1 of ship carpenters.

<sup>4</sup> Including 3 of hod carriers.

<sup>5</sup> Including 2 of glaziers, 2 of paper hangers, and 2 of painters and paper hangers.



## NUMBER OF STRIKES IN SPECIFIED OCCUPATIONS, BY STATES, 1914—Continued.

States, etc.	Building trades—Concluded.							Cloth- ing.	Ce- ment mill work- ers.	Coop- ers.	Ele- vator con- struc- tors.	Food hand- lers.
	Plas- ter- ers.	Plumb- ers and steam- fitters.	Sheet metal work- ers.	Slate and tile work- ers.	Struc- tural iron work- ers.	Tile lay- ers.	Oc- cupa- tion not spec- ified.					
Alabama.....		1					2					
Arizona.....							1					
Arkansas.....							1					
California.....	1	2			1		2	13	7	1	4	2
Colorado.....		1						3				
Connecticut.....		3				1		8	2			
Dist. of Columbia.....		1						1				
Georgia.....		3						3				
Idaho.....		1						1				
Illinois.....		8	1				1	19	2			1
Indiana.....		8			1		3	14		1	1	1
Iowa.....		4	1					8				1
Kansas.....								1				
Kentucky.....			1				1	3	1			
Louisiana.....		2						4				
Maine.....					1			2				1
Maryland.....							1	7				
Massachusetts.....	1	6					3	23	9		2	
Michigan.....	1	2					1	7	1			
Minnesota.....	1							4				
Missouri.....		6	1		4			15	1			
Montana.....		1						1				
Nebraska.....		1				1		2				
Nevada.....		1						1				
New Hampshire.....								3				
New Jersey.....		2	2			1	1	9	4			1
New York.....		12	3	1	3	1	4	34	31		2	2
North Carolina.....		1						1				
North Dakota.....							1	1				
Ohio.....		2			1		2	20	4	1	1	
Oklahoma.....			1					1				
Pennsylvania.....		4	2				3	20	3		1	1
Rhode Island.....								1			1	
Tennessee.....		4						8			1	
Texas.....		2				1	4	13	1			
Utah.....					1		2	4				
Virginia.....			1					2				
Washington.....		1						2	2			
West Virginia.....		4				1	1	3	1			
Wisconsin.....		4	1				1	15	2		1	
Total.....	4	183	214	1	313	45	31	275	578	3	612	710

<sup>1</sup> Including 12 of plumbers, 11 of steam fitters, 1 of marine steam fitters, 2 of sprinkler fitters, 1 of steam fitters and sprinkler fitters, 1 of fixture hangers, and 1 of chandelier workers.

<sup>2</sup> Including 1 of coppersmiths and 1 of tinsmiths.

<sup>3</sup> Including 1 of pile drivers, 1 of iron and bronze workers, and 1 of iron workers and pile drivers.

<sup>4</sup> Including 1 of bricklayers and terra cotta workers.

<sup>5</sup> Comprising 1 of basters, 1 of bathing suit and sweater makers, 1 of button sawyers, 4 of cap makers, 2 of clothing workers, 1 of corset workers, 1 of custom cutters, 3 of cutters and trimmers, 2 of embroidery workers, 1 of fur dressers and fur floor walkers, 1 of fur workers, 1 of garter makers, 4 of glove makers, 9 of ladies' garment workers, 2 of ladies' tailors, 1 of misses' and children's dressmakers, 1 of muff bed workers, 1 of neckwear cutters and makers, 4 of pants makers, 1 of shawl makers, 3 of skirt factory employees, 12 of tailors, 1 of tailors and cutters, 1 of tailors and retail clerks, 2 of vest makers, 1 of waist and white goods workers, 16 of occupations not specified.

<sup>6</sup> Including 1 of coopers in breweries, 1 of refinery bag makers.

<sup>7</sup> Comprising 1 of cannery, not specified, 1 of fruit cannery, 1 of sardine cannery, 5 of butchers, 1 of hop pickers, and 1 of egg candlers.

## NUMBER OF STRIKES IN SPECIFIED OCCUPATIONS, BY STATES, 1914—Continued.

States, etc.	Furniture workers.	Glassworkers.	Horse-shoers.	Iron and steel workers.	Laundry workers.	Leather workers.	Lumber workers.	Metal trades.					
								Blacksmiths.	Boiler makers.	Bolt and nut makers.	Machinists.	Metal polishers.	Molders.
California.....									1		1	2	1
Colorado.....		1											
Connecticut.....											3	3	1
Delaware.....		1				1							
Georgia.....				1		1					1		
Illinois.....	2	1		2			1				5	1	2
Indiana.....		1	1	1		1					2	1	
Iowa.....											1	1	
Kentucky.....			1		1						1		
Louisiana.....							1		1				
Maine.....							1						
Maryland.....		1					1				1		1
Massachusetts.....	7	1		1	1	1	2	1			1	2	2
Michigan.....	1	1							1		4	2	1
Minnesota.....	1												1
Mississippi.....									1				
Missouri.....	1	1								1	1	2	
New Jersey.....						1					3	3	2
New York.....	5	3	1	1			1		1		5	3	3
Ohio.....		2		6	1		2		2		2	3	5
Oklahoma.....					1								
Oregon.....											1		
Pennsylvania.....	1		1				2	1			2	3	5
Rhode Island.....										1			
Tennessee.....					1						3		1
Texas.....		1			1				5		3		
Virginia.....											1		
Washington.....				2			28				3		
West Virginia.....													1
Wisconsin.....							1		1				1
Total.....	18	14	4	14	6	5	40	2	13	2	44	26	27

<sup>1</sup> Comprising 3 of cabinetmakers, 1 of carpet and curtain workers, 1 of coffin makers, 2 of furniture workers, 1 of mattress workers, 3 of rattan workers, 1 of umbrella-handle workers, 2 of upholsterers, 1 of willow workmen, 2 of woodworkers, and 1 of furniture handlers.

## NUMBER OF STRIKES IN SPECIFIED OCCUPATIONS, BY STATES, 1914—Continued.

States, etc.	Metal trades—Concluded.				Miners.	Musicians and theater employees.							Paper makers.
	Pattern makers.	Stove mounters.	Occupation not specified.	Total.		Bandsmen.	Motion picture operators.	Musical instrument makers.	Orchestras.	Stage employees.	Ushers.	Total.	
Alabama.....			2	2			1		1			2	
Arkansas.....					2								
California.....			1	6			1		1			2	
Colorado.....					2								
Connecticut.....				7				1				1	
Florida.....									1			1	
Georgia.....				1									
Illinois.....			1	9	3		1				1	2	1
Indiana.....	1	2		6	2				1	1		2	
Iowa.....				2	1								
Kansas.....					2								
Kentucky.....				1	3								
Louisiana.....				1									
Maryland.....				2									
Massachusetts.....			2	8			1		1			2	1
Michigan.....	1			9	1								
Minnesota.....				1									3
Mississippi.....				1									
Missouri.....				4									
Montana.....					1								
New Jersey.....				8	1				1			1	
New York.....			3	15	1	1	1			1		3	1
Ohio.....				12	5					1		1	1
Oklahoma.....					3								
Oregon.....				1									
Pennsylvania.....				11	14								
Rhode Island.....				1			1					1	
South Dakota.....					1								
Tennessee.....				4									
Texas.....				8			2					2	
Virginia.....			1	2									
Washington.....			1	4	2					1		1	
West Virginia.....			1	1	7								
Wisconsin.....				2						1		1	1
Total.....	2	2	11	129	51	1	8	1	6	5	1	22	8

<sup>1</sup> Comprising 1 of clay diggers, 1 of copper miners, 1 of iron miners, and 48 of coal miners.



## NUMBER OF STRIKES IN SPECIFIED OCCUPATIONS, BY STATES, 1914—Continued.

States, etc.	Pot- ters.	Printing and publishing.								Pub- lic ways work- ers.	Rail- road shop em- ploy- ees.	Rub- ber work- ers.
		Job print- ers.	News- paper print- ers.	Book- bind- ers.	Elec- tro- typers.	Fold- ers.	News- boys.	Press- men.	Occu- pa- tion not speci- fied.			
Arkansas.....											1	
California.....								1		1		1
Connecticut.....					1							
Georgia.....											1	
Illinois.....				1						1	4	1
Indiana.....	1			1						1		3
Iowa.....								1		1		
Kentucky.....											1	
Louisiana.....			1							1		
Maine.....											4	
Maryland.....											1	1
Massachusetts.....						1				1	1	1
Michigan.....		1					1			2		1
Minnesota.....								1		1		
Nevada.....												1
New Jersey.....	3							1		1		
New York.....							1			1	3	
North Carolina.....											1	1
Ohio.....	1								2	2		
Oklahoma.....												1
Pennsylvania.....	1		2							2		2
South Carolina.....												1
Tennessee.....				1						1		
Utah.....		1								1		1
Washington.....		1								1		
West Virginia.....				1						1		
Wisconsin.....											2	
Not specified.....												1
Total.....	6	3	3	4	1	1	2	4	2	20	17	16

<sup>1</sup> Comprising 1 of street cleaners, 1 of paving brick company employees, 10 of paving cutters, and 5 of pavers.

<sup>2</sup> Including 5 of metal workers.

<sup>3</sup> Including 1 of tire workers.

## NUMBER OF STRIKES IN SPECIFIED OCCUPATIONS, BY STATES, 1914—Continued.

States, etc.	Ship-builders.	Stationary engineers and firemen.	Stone workers.				Teamsters.	Telegraph and telephone operators (including linemen).	Textile workers.				
			Granite cutters.	Quarry workers.	Stone cutters.	Total.			Spinners.	Weavers.	Cotton workers.	Lace weavers.	Silk workers.
California.....			1			1	2						
Colorado.....					1	1							
Connecticut.....										1			1
Georgia.....		1					5	3			3		
Illinois.....					1	1	1						
Indiana.....							1						
Louisiana.....		1	1			1							
Maryland.....													1
Massachusetts.....	3	4					5						
Michigan.....							1	2					
Minnesota.....							3	1					
Missouri.....		1					1	1					
Montana.....							1	1					
New Hampshire.....		1											
New Jersey.....							3			2	1		4
New York.....					1	1	6						1
Ohio.....		3		1	2	3		2					
Pennsylvania.....		1					3	2			2	2	2
Rhode Island.....									2	1	2	1	
South Carolina.....											2		
Utah.....			1			1							
Vermont.....			2			2							
Washington.....							2						
West Virginia.....				1	1	2							
Wisconsin.....			1	2		3		1			1		
Not specified.....								1					
Total.....	13	12	6	4	6	16	34	14	2	4	11	3	9

<sup>1</sup> Including 2 of sail makers.<sup>2</sup> Comprising 6 of engineers, 4 of firemen, and 2 of engineers and firemen.<sup>3</sup> Including 4 of chauffeurs.

## NUMBER OF STRIKES IN SPECIFIED OCCUPATIONS, BY STATES, 1914—Concluded.

States, etc.	Textile workers—Concluded.					To- bacco work- ers.	Transportation.				Trunk and bag makers.	Wait- ers, cooks, and bar- tend- ers.	Mis- cella- neous work- ers.
	Wool- en work- ers.	Dyers and color mix- ers.	Print cut- ters.	Occu- pa- tions not spec- ified.	To- tal.		Boat- men.	Rail- road em- ploy- ees.	Street rail- way em- ploy- ees.	To- tal.			
Arizona.....									1	1			
Arkansas.....									1	1			
California.....							1	1	1	3		1	
Colorado.....								1	1	2			
Connecticut.....				2	4								
Delaware.....			1	1	2								
Florida.....						1							1
Georgia.....					3			1		1			1
Illinois.....						1			1	1		4	2
Indiana.....						1			2	2			2
Iowa.....									1	1			
Kansas.....									3	3			
Kentucky.....							1			1			1
Louisiana.....								1		1			
Maine.....													1
Maryland.....					1	1			3	3			
Massachusetts.....		2		1	3				2	2		2	1
Michigan.....						1	1			1			1
Minnesota.....						1							1
Missouri.....								1	1	2	1		2
Nebraska.....						1							
New Hampshire.....	1				1								1
New Jersey.....					7		2			2			
New York.....	5		1	1	8	1	3	2		5	1		8
Ohio.....			1	1	2				1	1		1	3
Oregon.....							1						
Pennsylvania.....	1	1	1	3	12	2	2	2	8	12	1	1	4
Porto Rico.....						1							
Rhode Island.....	2				8								
South Carolina.....					2								
Texas.....							4			4			1
Vermont.....									1	1			
Wisconsin.....					1	1					1		2
Not specified.....								1		1			
Total.....	9	3	4	19	54	12	15	10	27	52	4	9	32

<sup>1</sup> Including 3 of machine printers and color mixers—1 each in Delaware, New York, and Ohio.<sup>2</sup> Including 1 of tobacco plant sorters.<sup>3</sup> Comprising 1 of bargemen, 1 of barge captains, 1 of scow captains, 1 of firemen, 1 of lightermen, 8 of longshoremen, and 2 of occupations not specified.<sup>4</sup> Comprising 1 of construction workers, 1 of trackmen, 5 of trainmen, and 3 of occupations not specified.<sup>5</sup> Comprising 2 of bartenders, 1 of bartenders, cooks, and waiters; 1 of cooks and butchers, 3 of cooks and waiters, and 2 of waiters.



**STRIKES REPORTED BY THE AMERICAN FEDERATION OF LABOR, 1913-14.**

At the American Federation of Labor meeting in November, 1914, a statement was presented of the strikes occurring in the year preceding the meeting. The total number reported was 957. The result of these disturbances was reported as follows:

Won.....	543
Compromised.....	118
Pending.....	236
Completely lost.....	60
Total.....	957

These figures include a few strikes in Canada. The strikes here reported include only those in which members of affiliated trade-union bodies were involved. For purpose of comparison, the list of strikes presented by the American Federation of Labor in November is here given. It will be noticed that in many cases there is marked variance between the figures in this statement and the figures in the table prepared by the bureau. It must be remembered, however, that there is some difference in the period covered by the two tables.

**RESULT OF STRIKES IN SPECIFIED TRADES AS REPORTED BY THE AMERICAN FEDERATION OF LABOR, 1913-14.**

Trades.	Number of strikes—			
	Won.	Compromised.	Pending.	Lost.
American Federation of Labor locals.....	13	5	7	3
Bakers.....	5		2	2
Barbers.....	5		1	
Billposters.....			1	1
Blacksmiths.....			3	
Boiler makers.....	6			2
Boot and shoe workers.....	3			
Brewery workers.....	18	4	6	1
Brick, tile, and terra cotta.....	5		1	1
Broom makers.....	6		1	1
Carpenters.....	12	2	11	
Carriage and wagon workers.....	1			
Carvers, wood.....	13		1	1
Cigar makers.....	21	4	20	4
Clerks, retail.....	1			
Cloth hat and cap makers.....	22		1	7
Coopers.....	1	2	4	5
Cutting die and cutter makers.....	2			
Diamond workers.....		1		
Electrical workers.....	28	5	6	1
Elevator constructors.....	1			
Engineers, steam.....	4		13	1
Firemen, stationary.....	5	1	1	
Foundry employees.....	1	1		
Glassworkers, Amalgamated.....			2	
Glassworkers, Flint.....	2		3	
Glove workers.....			2	
Granite cutters.....	11	1		
Hod carriers.....	27	5		
Horseshoers.....	2		3	
Hotel and restaurant employees.....	71	19	14	5
Iron and steel workers.....	2			
Lace operators.....	9			
Laundry workers.....	4	2	1	2
Leather workers on horse goods.....			3	3
Longshoremen.....	34	12	1	3
Machine printers and color mixers.....			3	
Machinists.....	6	1	18	

RESULT OF STRIKES IN SPECIFIED TRADES AS REPORTED BY THE AMERICAN  
FEDERATION OF LABOR, 1913-14—Concluded.

Trades.	Number of strikes—			
	Won.	Compromised.	Pending.	Lost.
Marbleworkers	1		1	
Meat cutters and butcher workmen	7	4	3	
Metal polishers	22	9	12	3
Metal workers, sheet	6		6	1
Mine Workers, United	2	1	2	
Molders			9	
Pattern makers	8		11	
Paving cutters	7	3	2	
Photo-engravers	4		4	
Piano and organ workers			1	
Plumbers			1	
Potters	38	4	15	
Print cutters			1	
Printing pressmen			3	
Pulp and sulphite workers	4	2		
Quarry workers			3	
Railway carmen	3	1	2	
Railway employees, street			4	
Roofers, composition	12	2	2	4
Slate and tile roofers	1			
Spinners	3	1		
Stage employees, theatrical	3		1	
Stereotypers and electrotypers	6		6	
Stonecutters	2			
Tailors	3	2		1
Teamsters	6	1	3	
Textile workers	36	5	2	
Tile layers	2	2	2	
Timber workers	3			1
Travelers' goods and leather novelty workers	9		6	3
Tunnel and subway contractors	1	3		1
Typographical		10		1
Upholsterers	3	1	5	2
	10	1	2	
Total	543	118	236	60

## LAWS REGULATING THE EMPLOYMENT OF WOMEN, JANUARY 1, 1915.

The following analysis of the laws regulating employment of women 16 years of age and over existing on January 1, 1915, has recently been prepared by the bureau for the information of a number of correspondents. In order to make it more widely available it seems worth while to reproduce it here.

The large amount of legislation of the present year has naturally resulted in some changes in the laws affecting the employment of women and these changes are not included in this analysis. Some of the changes are shown in the article on the legislation of the year 1915 on another page in this Review. Five States, it will be noticed—Arkansas, Maine, Nebraska, North Carolina, and Wyoming—have all made changes in regard to the hours of labor of women. Probably further additions to this list will be made when full information is available in regard to the legislation of the year. At that time it is the purpose of the bureau to reprint this analysis with such changes as may be called for by the action of the legislatures.



LEGISLATION REGULATING THE EMPLOYMENT OF WOMEN 16 YEARS OF AGE AND OVER, JAN. 1, 1915.

State.	Hours of labor—				Night-work prohibited from—	Employment prohibited in—	Seats to be furnished in—	Separate toilets.	Minimum wages.	Mothers' pensions.	Employment prohibited at child-birth.
	In—	Per day.	Per week.	Time for meals.							
Ala.				<i>Min.</i>							<i>Weeks.</i>
Alaska.						Mines.....	Stores and shops.....	Yes.....			
Ariz.	Laundries, bakeries, mercantile establishments, hotels, and restaurants. <sup>1</sup>	8	2 56	60	7 p. m. to 7 a. m. <sup>3</sup>	Mines, quarries, coal breakers, barrooms, and any occupation requiring constant standing. <sup>4</sup>	Mills, factories, mercantile establishments, bakeries, and offices.				
Ark.						Mines.....	Factories, stores, etc.				
Cal.	Manufacturing, mechanical, and mercantile establishments, laundries, offices, etc. <sup>5</sup>	8	48	60	10 p. m. to 5 a. m. <sup>3</sup>		Manufacturing, mechanical, and mercantile establishments.	Yes.....	Yes.....	Yes.....	
Colo.	Manufacturing, mechanical, and mercantile establishments, laundries, hotels, and restaurants.	8				Coal mines and coke ovens.....	Manufacturing, mechanical, and mercantile establishments.	Yes.....	Yes.....	Yes.....	
Conn.	Manufacturing and mercantile establishments.	10	55		10 p. m.....	Barrooms.....	Manufacturing, mechanical, and mercantile establishments.				8
Del.	Mercantile establishments.	10	58			Barrooms <sup>7</sup> .....	Manufacturing, mechanical, and mercantile establishments.	Yes.....			
	Mercantile, mechanical, and manufacturing establishments, laundries, bakeries, and offices. <sup>5</sup>	6 10	55	45			Manufacturing, mechanical, and mercantile establishments.				
D. C.	Manufacturing, mechanical, and mercantile establishments, laundries, hotels, restaurants, and offices.	8	48	45		Barrooms.....	Stores, shops, offices, and factories.	Yes.....			
Fla.							Mercantile establishments.....	Yes.....			
Ga.	Cotton and woolen mills.	10	60			Barrooms, <sup>7</sup> and in cleaning moving machinery. <sup>3</sup>	Manufacturing, mechanical, and mercantile establishments.				
Hawaii.						Barrooms <sup>7</sup> .....				Yes.....	
Idaho.	Mechanical and mercantile establishments, laundries, hotels, and restaurants. <sup>5</sup>	9				Barrooms, breweries, etc. <sup>7</sup>					

Ill.....	Mechanical and mercantile establishments, factories, laundries, hotels, restaurants, offices, etc.	10	.....	8 60	10 p. m. to 6 a. m. <sup>8</sup>	Mines.....	Factories, mercantile establishments, mills, and workshops.	Yes.....	Yes.....
Ind.....	.....	.....	.....	.....	.....	Mines, cleaning moving machinery, mendicancy, and as street musicians. <sup>3</sup> Barrooms and cleaning moving machinery. <sup>3</sup>	Any business.....	Yes.....	.....
Iowa.....	.....	.....	.....	.....	.....	Occupations requiring constant standing <sup>7</sup> and cleaning moving machinery. <sup>3</sup>	Mercantile and manufacturing business, hotels, restaurants, etc.	Yes.....	Yes.....
Kans.....	.....	.....	.....	.....	.....	Barrooms and cleaning moving machinery.	All places of employment.....	Yes.....	.....
Ky.....	Laundries, bakeries, factories, workshops, stores, mercantile, manufacturing, and mechanical establishments, hotels, restaurants, and offices.	10	60	.....	.....	.....	.....do.....	.....	.....
La.....	Mills, factories, packing houses, mercantile and manufacturing establishments, workshops, laundries, etc.	10	60	9 60	7 p. m. to 6 a. m. <sup>3</sup>	Mines, serving drinks in theaters, etc., oiling or cleaning moving machinery, employment requiring constant standing, certain hazardous manufacturing. <sup>3</sup>	Stores, shops, hotels, restaurants, etc.	.....	.....
Me.....	Manufacturing and mechanical establishments. <sup>9</sup>	10	58	.....	.....	Barrooms <sup>7</sup> and certain hazardous manufacturing. <sup>3</sup>	Stores, mercantile, and manufacturing establishments in Baltimore.	.....	.....
Md.....	Manufacturing, mechanical, mercantile, and printing establishments, bakeries, and laundries. <sup>3</sup>	10 10	60	30	.....	.....	.....	.....	.....
Mass.....	Factories, workshops, manufacturing, mercantile, and mechanical establishments, offices, and garment-repairing workshops.	10	54	.....	10 p. m. to 6 a. m. <sup>11</sup>	.....	Manufacturing, mercantile, and mechanical establishments.	Yes.....	Yes.....
Mich.....	Factories, mills, warehouses, workshops, laundries, stores, shops, etc. <sup>9</sup>	10	54	.....	6 p. m. to 6 a. m. <sup>3</sup>	Barrooms, cleaning moving machinery, <sup>7</sup> in manufacture of liquor, or any hazardous employment.	Stores, shops, offices, and factories.	Yes.....	Yes.....
Minn.....	Mechanical and manufacturing establishments. <sup>9</sup> Mercantile establishments, restaurants, lunch rooms, etc.	9 10	54 58	60	.....	Oiling or cleaning moving machinery, mendicancy or as street musicians. <sup>3</sup> messenger service. <sup>7</sup>	Mercantile, manufacturing and hotel or restaurant business.	Yes.....	Yes.....

<sup>7</sup> For females under 21.<sup>8</sup> In manufacturing establishments.<sup>9</sup> May be reduced to not less than 30 if two-thirds of the employees desire.<sup>10</sup> 8 If any work is done between 10 p. m. and 6 a. m.<sup>11</sup> From 6 p. m. to 6 a. m. in textile factories; no limitation in mercantile establishments.<sup>1</sup> Also telegraph and telephone offices in which more than 3 women are employed.<sup>2</sup> 48 for females under 18.<sup>3</sup> For females under 18.<sup>4</sup> Also certain hazardous manufacturing, etc., employments for females under 18.<sup>5</sup> Canneries excepted.<sup>6</sup> 8 If any work is done between 11 p. m. and 7 a. m.

LEGISLATION REGULATING THE EMPLOYMENT OF WOMEN 16 YEARS OF AGE AND OVER, JAN. 1, 1915—Continued.

State.	Hours of labor—			Time for meals.	Night-work prohibited from—	Employment prohibited in—	Seats to be furnished in—	Separate toilets.	Minimum wages.	Moth-ers' pen-sions.	Em-ploy-ment pro-hib-ited at child-birth.
	In—	Per day.	Per week.								
Miss.....	Manufacturing and repair-ing, laundry, millinery, dressmaking, and mer-can-tile establishments, offices, and other occupations.	1 10	2 60	<i>Min.</i>	7 p. m. to 6 a. m. <sup>3</sup>						Weeks.
Mo.....	Manufacturing, mechanical, and mercantile establish-ments, factories, laundries, bakeries, restaurants, cler-ical work, etc.	9	54			Mines, barrooms, and clean-ing moving machinery.	Manufacturing, mechanical, mercantile, and other es-tablishments.	Yes		Yes	
Mont.....	Manufacturing, mechanical, and mercantile establish-ments, offices, laundries, hotels, and restaurants.	9					Manufacturing, mechanical, and mercantile establish-ments, laundries, hotels, restaurants, and other establishments.				
Nebr.....	Manufacturing, mechanical, and mercantile establish-ments, laundries, hotels, restaurants, offices, etc.	9	54		10 p. m. to 6 a. m.		Manufacturing, mechanical, and mercantile establish-ments, laundries, hotels, restaurants, offices, etc.	Yes	Yes	Yes	
Nev.....		3 8	3 48			Barrooms, <sup>5</sup> mendicancy, <sup>3</sup> or as street musicians.				Yes	
N. H.....	Manufacturing, mechanical, and mercantile establish-ments, laundries, restau-rants, etc.	2 10½	2 55	60	7 p. m. to 6.30 a. m. <sup>3</sup>	Barrooms.	Manufacturing, mechanical, and mercantile establish-ments.			Yes	
N. J.....	Manufacturing and mer-can-tile establishments, baker-ies, laundries, and restau-rants. <sup>4</sup>	10	60	30		Mendicancy or as street musi-cians. <sup>3</sup>	Manufacturing, mechanical, and mercantile establish-ments.	Yes		Yes	
N. Mex.	Factories.....	9	54	60	10 p. m. to 6 a. m.	Mines; barrooms; at emery wheels, etc.; polishing or buffing in rooms where cores are baked.	Factories, hotels, restau-rants, and mercantile es-tablishments.	Yes			4
N. Y.....	Mercantile establishments...	9	54	45	10 p. m. to 7 a. m.						
	Canning and preserving per-ishable products.	6 10	6 60	60	10 p. m. to 6 a. m.						



N. C.	7	60	9 p. m. to 6 a. m. <sup>9</sup>	Stores, shops, offices, and manufacturing establish- ments.	Yes...
N. Dak.	10				
Ohio	10	8 54	6 p. m. to 7 a. m. <sup>3</sup>	Factories, workshops, offices, restaurants, bakeries, mer- cantile establishments, etc.	Yes
Okla.			6 p. m. to 7 a. m. <sup>3</sup>	Mercantile establishments, stores, shops, restaurants, hotels, etc.	Yes
Oreg.	10	60		Manufacturing, mechanical establishments, laundries, hotels, restaurants, and other establishments.	Yes
Pa.	10	54	10 p. m. to 6 a. m. <sup>10</sup>	Any establishment.	Yes
P. I.					
P. R.	11 8	48	10 p. m. to 6 a. m.	All establishments	
R. I.	10	54		Manufacturing, mechanical, and mercantile establish- ments.	Yes
S. C.	10	60		Mercantile establishments	Yes
S. Dak.	12	60	10 p. m.	Mercantile, manufacturing, hotel, and restaurant business.	Yes
Tenn.	10½	58		Factories, mercantile estab- lishments, mills, and work- shops.	Yes
Tex.	10	54		Manufacturing, mechanical, and mercantile establish- ments, laundries, restau- rants, hotels, etc.	

<sup>1</sup> 8 for females under 18.

<sup>2</sup> 8 per day and 48 per week if any work is done between 8 p. m. and 6 a. m.

<sup>3</sup> For females under 18.

<sup>4</sup> Canneries excepted.

<sup>5</sup> For females under 21.

<sup>6</sup> From June 15 to Oct. 15; 12 hours per day and 66 per week, from June 25 to Aug. 5 under special rules issuable by industrial board.

<sup>7</sup> No more may be required for females under 18.

<sup>8</sup> 48 for females under 18.

<sup>9</sup> Also certain hazardous manufacturing, etc., employments for females under 18.

<sup>10</sup> 9 and 6 for females under 21, except telephone operators over 18.

<sup>11</sup> 9 on condition of double pay for overtime.

## LEGISLATION REGULATING THE EMPLOYMENT OF WOMEN 16 YEARS OF AGE AND OVER, JAN. 1, 1915—Concluded.

State.	Hours of labor—		Time for meals.	Night-work prohibited from—	Employment prohibited in—	Seats to be furnished in—	Separate toilets.	Minimum wages.	Mothers' pensions.	Employment prohibited at child-birth.
	In—	Per day.	Per week.							
Utah.....	Manufacturing, mechanical, and mercantile establishments, laundries, hotels, restaurants, offices, etc. <sup>1</sup>	9	54	.....	Mines and barrooms.....	Stores, shops, hotels, restaurants, and other places.	.....	Yes.....	Yes.....	Weeks.....
Vt.....	Manufacturing and mechanical establishments.	11	58	.....	Barrooms and occupations requiring constant standing. <sup>2</sup> Coal mines and barrooms....	All establishments <sup>2</sup> .....	.....	.....	.....	6
Va.....	Factories, workshops, mercantile establishments, laundries. <sup>1</sup>	10	.....	.....	.....	Mercantile establishments....	Yes.....	.....	.....	.....
Wash.....	Mechanical and mercantile establishments, laundries, <sup>1</sup> hotels, and restaurants. <sup>1</sup>	8	.....	.....	Mines, barrooms, messenger service, <sup>3</sup> and mendicancy or as street musicians. <sup>2</sup> Coal mines, cleaning moving machinery, mendicancy, <sup>2</sup> or as street musicians. <sup>2</sup>	All establishments.....	.....	Yes.....	Yes.....	.....
W. Va.....	.....	.....	.....	.....	Mines and quarries, any dangerous employment, using emery, etc., wheels in certain establishments, acting as messengers. <sup>2</sup>	Manufacturing, mechanical, mercantile, and other establishments. Manufacturing, mechanical, and mercantile establishments.	Yes.....	Yes.....	Yes.....	.....
Wis.....	All employment.....	4 10	4 55	60	.....	.....	.....	.....	.....	.....
Wyo.....	.....	.....	.....	.....	Coal, iron, and other dangerous mines.	Manufacturing, mechanical, and mercantile establishments.	.....	.....	.....	.....

<sup>1</sup> Canneries excepted.<sup>2</sup> For females under 18.<sup>3</sup> For females under 19 in cities of the first class.<sup>4</sup> 8 per day and 48 per week if any work is done between 8 p. m. and 6 a. m.

## CONDITIONS SURROUNDING STREET RAILWAY EMPLOYMENT IN THE UNITED STATES.

The investigation of street railway employment which the bureau has been carrying on for the past year has been completed so far as the field work is concerned, and the tabulation of the data secured is now going on. The material collected relates to the wages, hours, and conditions of employment. The more detailed study covers 81 cities, with 98 different companies, while 375 cities have been covered with a shorter and less detailed schedule. The employees included in the inquiry are approximately 94,000 motormen and conductors.

## NEW INVESTIGATIONS OF THE BUREAU OF LABOR STATISTICS.

Among the new subjects upon which the bureau is now engaged are studies of profit sharing, administration of labor and compensation laws, employment bureaus of industrial and mercantile establishments, and labor conditions in Hawaii. The plans for studies relating to women in industry and several other subjects are under consideration, but have not yet been completed.

The study of profit sharing is intended to cover the various forms of profit sharing proper (distribution among employees of a fixed proportion of net profits, determined in advance), as well as other forms of gain sharing, such as distribution of bonuses for long service or for other cause, premiums or dividends on wages, and sale of stock to employees on specially favorable terms. The study will include detailed descriptive as well as statistical analysis of the various schemes, together with their experience over as long a period as is possible.

Investigation of the administration of labor laws in the various States has for its purpose the securing of detailed information in regard to the powers and duties of the various State agencies having to do with the administration of any of the labor laws, the way in which these agencies are organized, their methods of work, and what they are accomplishing.

In studying this question the labor laws will be considered in the broadest sense, including the enforcement of labor laws, the making of labor investigations, the administration of public employment offices, the work of minimum wage commissions and of workmen's compensation commissions. The study is at present being carried on in the Pacific Coast States.

Another investigation that promises to be of interest and of decided value is the study of the work of organized employment bureaus of industrial and mercantile establishments, or, as it might be termed, a study of organized methods of "hiring and firing." These bureaus have been organized in many establishments with the purpose of doing away with the old methods, so wasteful alike to employers and workers, where men were hired and dismissed according to the



daily demands of one department, sometimes entirely without regard to the needs of the morrow in other departments.

In some establishments where the work of these bureaus has been perfected, large savings have been reported because of the much greater stability of the force. Estimates have been made of the cost of hiring a man, ranging from \$50 to several hundred dollars per man. It is obvious, even if the lowest figure is at all fair, that enormous savings are possible in the great establishments which hire several thousand men each year.

The purpose of the study will be to learn in detail all the methods which have proved most successful and the results which have been secured, both as affecting the employer and the men.

The investigation of labor conditions in Hawaii is the regular investigation required by law to be made once in five years. The study will, in general, cover the ground and follow the method of previous studies, the results of which were published in reports of the bureau in 1901, 1902, 1905, and 1910.

## **OVERTIME IN THE FRUIT AND VEGETABLE CANNING AND PACKING INDUSTRY OF OREGON.**

The Oregon Industrial Welfare Commission, under date of May 26, 1915, published an order providing for the issuance of emergency overtime permits for fruit and vegetable canning and packing establishments. Provision is made that such overtime shall not be permitted for more than six calendar weeks, and that the working time, including overtime, shall not exceed 60 hours in any calendar week nor 10 hours in any one day. The order is quoted in full below.

**TAKE NOTICE:** That pursuant to the authority granted by chapter 35, General Laws of Oregon, 1915, the industrial welfare commission has investigated the emergency overtime requirements of the fruit and vegetable canning and packing industry of Oregon and finds that for six (6) weeks of each year the aforesaid industry requires emergency overtime beyond the fifty-four (54) hours a week prescribed as maximum hours for women workers in such industry in I. W. C. Orders No. 2 and No. 5.

**WHEREFORE,** the industrial welfare commission authorizes and permits the employment of adult women in fruit and vegetable canning and packing establishments in the State of Oregon for more than fifty-four (54) hours a week under the following conditions and rules which the aforesaid commission hereby to-day determines and prescribes:

1. Such emergency overtime shall not be permitted for more than six (6) calendar weeks, from May 1 to December 1 in any year.

2. The emergency overtime shall not exceed the fifty-four (54) hours a week now prescribed by I. W. C. Orders No. 2 and No. 5 by more than six (6) hours for any calendar week.

3. Nothing in this permit or order shall be interpreted as authorizing the employment of any woman for more than ten (10) hours in any day.

4. Such emergency overtime shall be paid for at a rate of not less than twenty-five cents (25c) an hour; and the earnings for emergency overtime shall in no case be included in the weekly minimum wage prescribed by the rulings of the commission, but shall in every case be over and above the weekly minimum wage prescribed by I. W. C. Orders No. 2 and No. 5 for adult women workers.

5. The owner or manager of every fruit and vegetable cannery or packing establishment in Oregon employing women under this emergency overtime permit shall furnish the industrial welfare commission on or before the 5th day of each month a tran-

script, duly verified as hereinafter provided, of the weekly time and pay roll of each woman who has worked more than fifty-four (54) hours in any one week of the preceding month. Said transcript shall furnish the name and employee number of each woman employee.

6. Said transcript shall be verified by said owner or manager or some person in his behalf having knowledge of the facts by subscribing and swearing to a statement that said transcript is a full, true, and accurate statement of the overtime worked by and wages paid to each and every woman who has worked overtime.

## ADMINISTRATION OF THE CHILD-LABOR LAWS OF CONNECTICUT.

The Children's Bureau of the Department of Labor has recently published a bulletin on the above subject, taking up specifically the effect of the employment certificate system as an enforcement agency. The bulletin contains 69 pages and presents the result of field work in text form, with copies of the laws, and graphs showing the administrative agencies provided for and the methods in use for procuring employment certificates. Forms of certificates and sample educational tests add to the completeness of this initial study by the bureau in this particular field. Studies of other States, taking up legislation of different types, are to follow.

An outstanding feature of the law of Connecticut is the completeness with which the matter of the issue of employment certificates and the following up of employment under them is placed in the hands of the State board of education and worked as a part of the compulsory education law of the State, instead of connecting it with the work of factory inspection, thus securing a strong centralization of control, which makes for efficiency. The law permits no employment in mechanical, mercantile, or manufacturing establishments of children under the age of 14 years, and requires employment certificates until the age of 16. These certificates cover the points of age, education, and physical condition, and are issued only to children holding an employer's declaration of intention to employ the child if a certificate is issued to him or her. The employer retains the certificate and is required to report the child's entrance on employment and also the termination of such employment. On such termination the child is to return to school unless new employment is obtained, for which also a new certificate is required. Besides issuing certificates, the board of education, through its agents, inspects places where children are employed for the purpose of detecting violations of the law in regard to children under 14, children 14 to 16 without certificates, and children between those ages who are physically unfit for labor. Inspectors have the legal right of seeing the list of certificates on file, but not of going through the establishment, though employers generally permit this. Inspectors of the department of factory inspection have a right to go through the establishments, but not to inspect the register of children employed,



though this is done occasionally. While, therefore, there is a disposition on the part of the two agencies to cooperate, and it is done to some extent, the amount of cooperation is much lessened by reason of these divergent powers. There is also a natural cooperation between the inspectors and local attendance officers and school authorities, a weakness in this respect being the lack of complete cooperation as regards parochial schools.

A prime difficulty discovered was with reference to the return to school of children becoming unemployed after a time. They have lost their places in their classes and are often looked upon by their teachers as undesirables, both on account of thus becoming ungraded and because of loss of interest. So great and evident are the difficulties attendant upon the return to school of a child after a period of employment that efforts in this direction are found to be rather perfunctory, and the inspector's activities are frequently directed toward securing new places of employment rather than enforcing a probably fruitless school attendance, especially if the family is known to be in need of the child's earnings. In any case there is apt to be delay in getting results in any effort in this direction. This adds to the difficulties, since habits of idleness quickly develop during unemployment and the more or less active avoidance of the inspector by the child while the latter is perhaps nominally looking for a new position.

With many excellencies both of substance and of administration, the above apparent weaknesses were noted, together with others, which are, in brief, allowing the reading and writing of any language instead of requiring English, and the acceptance of too low an educational standard generally, especially where school records were taken in lieu of examinations; inadequacy in the matter of physical examinations, which are apparently quite infrequently required; and the imperfection of any methods adopted to prevent the employment outside of school hours of children not legally employable.

The issue of future studies in this field, which will afford a basis of comparison, will be awaited with interest, the avowed purpose of the undertaking as a whole being to bring out a standard method of administration in this important field.

### **FOREIGN FOOD PRICES AS AFFECTED BY THE WAR.**

To show something of the effect of the European war upon cost of living following the outbreak of hostilities in August, 1914, the bureau has just issued Bulletin No. 170 under the title "Foreign food prices as affected by the war." Much of the information of the report was obtained through the consular service of the Department of State, and, in the main, covers the period from August to December, 1914. Prices are given for 18 countries and represented by reports from over 100 cities, towns, and consular districts.



The report shows that the first effect of the war was the same practically throughout Europe. Its outbreak was followed by a sharp rise in prices due mainly to panic and uncertainty. In some countries legislative measures were at once taken to check this rise. In others the Governments strictly adhered to a hands-off policy and trusted to the natural course of events for readjustment. Within a fortnight the first panic was over and except in the actual war zone prices began to fall. In most places, however, prices did not drop to the July level and after an interval again took an upward turn, which has probably not yet reached its climax.

The price figures available are somewhat incomplete, but almost everywhere the upward tendency of prices appears. Potatoes were among the few articles which showed a fall in prices in most of the more important countries. Meat, also, was another important article which in many places increased but little in price.

Flour, on the other hand, showed decided changes. Russia is the greatest wheat exporting country of Europe, and the war practically shut off its foreign markets. It is not surprising, therefore, to find that the price of wheat flour had actually fallen in Moscow. In Germany and Austria the rise was marked, prices compared with the July level, in Germany, showing an increase of 25 per cent by December and 34 per cent by January. In Vienna the increase by December was 73 per cent and by January 82 per cent. In Switzerland, the Netherlands, and Great Britain, flour prices in December were 13 or 14 per cent above the July level, but later figures show a continued increase in February, reaching 24 per cent in the Netherlands and 33 per cent in Great Britain. Bread prices in most cases followed those of wheat flour. In Germany and Austria, however, the increases in the prices of bread were somewhat less than those in the price of wheat flour.

Sugar prices showed marked differences, resulting from the war, in different localities. In France the best sugar-beet fields lie in the northern parts, which were early invaded, and as a result the price of sugar rose sharply. Germany and Russia are sugar exporting countries, and in Berlin and Moscow sugar showed little change in price. England imports its entire supply, and in London the price rose 70 per cent. Turkey usually imports her sugar from Russia and from Austria. The Russian supply was shut off altogether when Turkey entered the war, and the Austrian supply was reduced to what could be brought through by rail, a very uncertain dependence.

Administrative and legislative measures to check the rise in cost of necessities were very generally taken. Denmark, Egypt, Great Britain, Italy, Russia, Spain, and Turkey prohibited the export of practically all foodstuffs. France, Norway, and Sweden listed certain articles which must not be exported, and Holland placed an embargo on butter and cheese.

Fixing maximum prices, especially for foodstuffs, by some Government agency was a very common measure. To some extent it was used by every country included in the bureau's report, although in Great Britain and Sweden so little of the sort was done that these countries might almost be excepted.

The methods adopted for fixing prices differed considerably. In France, Germany, Greece, Italy, Netherlands, Russia, Spain, and parts of Turkey the municipal authorities, either alone or in cooperation with the central or military authorities, might fix maximum rates if they thought best. In most cases this right was of long standing. In all of these countries the municipal authorities have very generally made use of this right. In Bulgaria a special law was passed early in August authorizing local authorities, with the participation of financial authorities, to fix prices, both wholesale and retail. In Egypt a commission was appointed by the central Government with power to fix maximum prices. Denmark, Norway, and Sweden also resorted to commissions for this purpose. In Servia the minister of the interior was charged with the duty of fixing maximum prices.

Some Governments, while allowing the local authorities to fix prices on most things, issued decrees applicable to their whole territory concerning a few highly important articles. Thus, Austria and Germany both prescribed the proportion of wheat or rye flour that should be used in making bread. Later both Austria and Germany fixed the wholesale price of cereals, and brought the distribution and consumption of flour and bread under strict control. Turkey fixed prices for petroleum, sugar, and flour. In Italy salt, tobacco, and matches are Government monopolies, so that their prices were fixed by the central authority. Denmark, Holland, and Switzerland limited themselves to controlling the most important breadstuff of each country.

The importance and full significance of the increases in prices which occurred would not be fairly presented without reference to the fact that increased cost of living, and especially the increase in food prices, has for several years been a question of serious concern in practically all of the European countries. The upward movement in prices prior to the war had in fact been world wide. An inquiry of the British Board of Trade in 1912 showed increases in food prices in various countries, over prices in 1900, ranging from 15 per cent in Great Britain and France, to 16 per cent in Australia, to 30 per cent in Germany, to 32 per cent in Belgium, and 35 per cent in Austria. In Canada and in the United States the increase shown was even greater than the highest of these figures. Thus, it will be seen that the increased prices directly due to the war, coming as the culmination of a long period of increases, are much more serious to the masses of the population than the mere figures indicate. It is obvious, too, that the increases of the first four to six months represented only the beginning of the war's effect on the cost of living.

## INCREASE IN RETAIL PRICES OF COAL IN GREAT BRITAIN.

A recent British report<sup>1</sup> on the causes in the rise of retail prices of coal suggests comparison with a report dealing with practically the same subject, issued by the Bureau of Labor Statistics early in 1913.<sup>2</sup> When, in 1912, in this country the price of anthracite coal, following a new agreement between the coal operators and the mine workers, was increased 25 cents per ton over the winter rates of the preceding year, the public protest led to a congressional resolution and investigation into the causes of the increase. It is not difficult to understand, then, with increases in the prices of coal in London reaching in February last from 7 to 11s. (\$1.70 to \$2.68) above the usual winter prices, that the public demand for an investigation of the causes made itself felt in official action. The result was the appointment on February 25 of a departmental committee to inquire into the causes of the rise in the retail prices of coal sold for domestic use, especially to the poorer classes of consumers in London and other centers. A committee of eight members was appointed, three being members of Parliament, one of them a labor member, and two being well-known professors of political economy.

The committee submitted its report under date of March 24. The committee found that the cost of production at the mine had increased only slightly, certainly by less than 1s. (24.3 cents) a ton. The wages of miners had not been changed, the railway rates were unchanged, and increased cost of wagon hire, horses, fodder, etc., and increased wages of carters and loaders, and distribution were found to amount to not more than 2s. (48.7 cents) per ton. The total rise in the cost of production and distribution was, therefore, at most 3s. (73 cents) per ton, while the price to the consumer in London had risen above normal winter rates by an amount varying, according to the quality of the coal, from 7s. to 11s. (\$1.70 to \$2.68) per ton.

The committee also found that the increase in price was due to a deficiency of supply as compared to the demand and that the fear of a coal famine increased the demand beyond actual need.

The mechanism by which prices are fixed was found to be an important feature in causing the increase. The mine price corresponds to a fixed retail price in London. When the retail price in London increases above the sum mentioned in the contract, the coal-mine

<sup>1</sup> Board of Trade. Report of departmental committee to inquire into the causes of the present rise in retail price of coal sold for domestic use. London, 1915. (Cd. 7866.)

<sup>2</sup> Increase in Prices of Anthracite Coal Following the Wage Agreement of May 20, 1912. 62d Cong., 3d sess., H. Doc. No. 1442. Washington, 1913.



owner receives half of the increase. The committee concluded that the high prices were not attributable to the existence of a definitely constituted ring among coal merchants or mine owners. They found, however, that, as in some other trades, "there are evidently opportunities of conference among those chiefly concerned which do in effect commonly lead to concerted action with respect to prices."

The committee's recommendations covered five points:

1. Exports to neutral countries should be restricted.
2. Steps should at once be taken to consider, in consultation with the public bodies concerned, the question of the accumulation, by such bodies, of reserves of coal in or near London, for the use of small consumers during next winter.
3. The rates of freight on the interned steamers should be further reduced.
4. Suitable enemy ships condemned by the prize court should be taken over by the Government and used for coal transport.
5. If prices do not shortly return to a reasonable level, the Government should consider a scheme for assuming control of the output of collieries during the continuance of the war.

The report of the committee seems of sufficient importance to justify its quotation, and it is given in the following pages:

2. We have held 15 meetings. In addition to obtaining information from other sources, we have heard evidence from 33 witnesses, including representatives of the Government departments concerned, the railway companies, the London coal merchants, colliery owners, cooperative societies, the gas companies, and the London trolley trade. While within the limits of time at our disposal we have taken account of prices generally throughout the country, we have concentrated our attention mainly on London. With some exceptions, the north and the midlands have not suffered from any very remarkable rise in the price of household coal. In the southern counties, and apart from the additional charges due to the railway rates on a longer haul, prices are governed so largely by London conditions that it is unnecessary for the purposes of this inquiry to deal with them separately. Speaking generally we have no doubt that the causes which have operated to raise prices in London are also those mainly responsible for the increases in the southern counties and elsewhere. There may of course be local reasons for a quite unusual rise, but it would be impossible for this committee to consider in detail sporadic variations without unduly prolonging their inquiry.

3. We feel it necessary to say at the outset that our inquiry has been conducted under one considerable difficulty. In order to settle definitely and precisely some important questions which have come before us, it would be necessary to have statistics which so far have never been collected and could not now be obtained without much delay. We have therefore been forced, at various points in our investigations, to rely on the estimates given by witnesses, from their personal experience, where we should have preferred to use the results of statistical inquiry. But we do not think that any corrections

in particular figures which might be made if such results were available would materially affect the broad general conclusions at which we have arrived.

4. The amount and dates of the increases in London appear to be as follows for a typical coal of good quality ("Best Derbyshire"). On June 16, 1914, the lowest summer price was fixed, 26s. (\$6.33) per ton. On September 26 the price rose to 27s. (\$6.57); on November 21 to 28s. (\$6.81); and on December 12 to 29s. (\$7.06). On December 19, January 7, January 28, and January 29 prices rose to the extent of 1s. (24.3 cents) on each date, making the price on January 29, 33s. (\$8.03) per ton. On February 17 it rose 2s. (48.7 cents) to 35s. (\$8.52) per ton. It may be noted that in the winter of 1913-14 the price of this coal rose from 26s. (\$6.33) to 27s. (\$6.57) per ton on September 6, 1913, and to 28s. (\$6.81) on December 30. In the winter of 1912-13 it rose on September 14, 1912, from 25s. (\$6.08) to 27s. (\$6.57); this price was maintained until, on May 18, 1913, the usual summer reduction occurred.

5. The prices for other descriptions of house coal during the past winter have moved in almost exact correspondence with those specified above, with one important exception. The prices of the lower qualities were steadily leveled up until on January 29 the price of all coal below "Best Derbyshire" was 32s. (\$7.79), and on February 20, 34s. (\$8.27) per ton. The difference in price between "Best Derbyshire" and "Stove nuts" in June, 1914, was 6s. (\$1.46) per ton; on December 12, 4s. 6d. (\$1.10) per ton; on February 20, 1s. (24.3 cents) per ton. To put it in another way, the rise from summer prices was 9s. (\$2.19) per ton for good coal and 14s. (\$3.41) per ton for the cheapest quality; the increase above normal winter prices was 7s. (\$1.70) per ton for good coal and 11s. (\$2.68) for the cheapest.

6. It may be as well, however, to explain here that this phenomenon is not unusual. It has been represented to us that in times of high prices the cheaper kinds of coal tend to rise in price more than the better qualities. We have also reason to believe that recently large quantities of inferior coal which in ordinary times would find no market in London have been supplied to the consumer under one designation or another at very profitable prices.

7. We have had it given in evidence that those who are compelled to buy their coal in small quantities are anxious to secure the best quality. They can not without serious inconvenience use the inferior qualities, because the poor man's fire has to serve all purposes, and above all it must light quickly. One witness gave evidence to the effect that the coal now being sold from trolleys is worse in quality than usual, as well as higher in price; but the evidence of other witnesses, including the representative of a leading London firm doing a trolley business, was to the opposite effect. Moreover, a general rise in prices weighs more heavily on the poor and causes more suffering, because the greater cost of distribution by trolley in small quantities is sufficient by itself to keep the price of such coal above the general level. Up to November 23 last the trolley price of a high-class coal sold by a leading firm was 1s. 4d. (32.4 cents) per hundredweight, or at the rate of 26s. 8d. (\$6.49) per ton. On November 24 it rose to 1s. 5d. (34.5 cents) per hundredweight, or 28s. 4d. (\$6.89) per ton; on December 8 to 1s. 6d. (36.5 cents) per hundred-



weight, or 30s. (\$7.30) a ton; on December 19 to 1s. 7d. (38.5 cents) per hundredweight, or 31s. 8d. (\$7.71) per ton; on January 5 to 1s. 8d. (40.6 cents) per hundredweight, or 33s. 4d. (\$8.11) per ton; on January 26 to 1s. 9d. (42.6 cents) per hundredweight, or 35s. (\$8.52) per ton; on February 1 to 1s. 10d. (44.6 cents) per hundredweight, or 36s. 8d. (\$8.92) per ton; on February 22 to 1s. 11d. (46.6 cents) per hundredweight, or 38s. 4d. (\$9.33) per ton. In certain cases even higher prices were paid, as is proved by the information which we have obtained from university settlements and similar institutions working in poor districts.

8. Reverting to the main question before us, we have to report that, in our opinion, the initial cause of the increase of recent prices, ranging from 7s. (\$1.70) to 11s. (\$2.68) per ton, above the winter prices of 1913-14 was a deficiency of supply as compared with demand; and in particular, a deficiency of supply in London. The evidence before us showed that in August there was a large and unusual demand for coal, which considerably depleted the stocks accumulated by merchants, in accordance with usual practice, to meet the winter demand. It was stated by the merchants' representatives that in the middle of December these stocks had been reduced almost to vanishing point; and although this statement is difficult to reconcile fully with the returns furnished to the Board of Trade by the merchants themselves, the stocks were no doubt below the normal. It was stated further that at the same time the railways were bringing up less than the usual quantity for household consumption, and the apprehension of a coal famine caused orders to pour in from consumers who had any storage accommodations.

9. The effect of a temporary failure in the supply of any commodity is normally that the price rises, and rises without relation to the cost of production and distribution. In theory at least such an increase, though apparently arbitrary, may be expected to perform three functions; it acts as a danger signal, warning consumers to be careful of their stores; it insures the distribution of the available supplies to those who are willing to pay most—i. e., presumably to those who have the greatest need; and it automatically attracts further supplies, thus providing its own remedy. This system may work satisfactorily in normal times, but the plain fact is that it has broken down in the extraordinary circumstances of the present winter so far as household coal is concerned. It has no doubt enforced economy among consumers, but it has not insured distribution where supply was most needed, because the poor could not afford to pay the prices demanded; and it has not attracted additional supplies with enough speed to prevent much inconvenience and suffering, because either normal supplies were not available or they could not be brought up.

10. The mechanism by which prices are fixed and the sum paid by the purchaser is divided between the merchant and the colliery owner, presents one curious feature peculiar to London. Some of the best kinds of household coal coming from the midlands (Derbyshire and Nottinghamshire) are largely sold by the collieries to the London merchants on what is known as a sliding-scale contract. A pit-head price is fixed corresponding to a fixed retail price in London; the colliery owner never gets less than the fixed pit-head price, but when the retail price in London rises above that mentioned in the contract,



he receives half the increase. For instance, a contract is made at 10s. 9d. (\$2.62) pit-head price corresponding to a retail price of 25s. (\$6.08). If the latter falls to 24s. (\$5.84) the colliery owner still receives his 10s. 9d. (\$2.62) per ton; but he will receive 11s. 3d. (\$2.74) if it rises to 26s. (\$6.33), 11s. 9d. (\$2.86) if it rises to 27s. (\$6.57), and so on. The colliery owner has, during the past winter, automatically received 4s. 6d. (\$1.10) per ton out of the rise of 9s. (\$2.19) from the summer price of coals sold under this kind of contract. It is obvious that this arrangement gives coal owners and merchants a common interest in high prices, while there is no sharing of the loss if prices are low. The merchant is not assisted to reduce prices to the consumer when supplies are abundant by any reduction in the price he pays to the colliery for his contract coal. The arrangement has, moreover, an important effect on the amount by which London prices must be raised to recoup either colliery owner or merchant for an increase in his costs. If they rise 6d. (12.2 cents) per ton, the consumer must be charged 1s. (24.3 cents) per ton extra; for the party whose costs have risen receives only half the increased price. Such a system appears to us indefensible.

11. We have come to the conclusion on the evidence before us that the high prices of household coal are not attributable to the existence of definitely constituted "rings" or close corporations among either coal merchants or colliery owners; but, as in some other trades, there are evidently opportunities of conference among those chiefly concerned which do, in effect, commonly lead to concerted action with respect to prices. In the case of prices under the sliding-scale system of contract (which a leading witness has told us is practically universal for the best kinds of household coal in London), such conference appears from the evidence to work out in practice on the London Coal Exchange as follows: A few leading firms decide upon increased prices, which, without more ado, become the "public prices" of the day, and are advertised next day in the newspapers. Sliding-scale contracts are made on the basis that the price to be paid to the colliery owner varies, not with the retail price actually received by the merchant to whom he supplies the coal, but with these "public prices," as advertised. The pit-head price rises 6d. (12.2 cents) per ton on each 1s. (24.3 cents) advance of the "public price," for all buyers alike, and does not fall for any buyer until the "public price" falls. Thus, without any system of penalties on undercutting, the leading merchants in fixing prices are secured *pro tanto* against competition by the fact that any reduction made by an outside competitor in his retail price gives him no corresponding reduction in the price which he pays to the colliery owner under the sliding-scale contract.

12. We have stated that in our opinion the initial cause of the increased prices was a deficiency of supply; but our inquiry would clearly be incomplete without some investigation of the causes of this deficiency. The chief is the general reduction of output, due mainly to the large number of miners who have joined the colors, estimated on good authority at 130,000.

13. The reduction during February, as shown in the returns made to the Board of Trade, was about 12 per cent of the output of February, 1914. Some of the evidence given before the committee indicated that the reduction in January had been greater than this per-

centage, but it appears doubtful whether it was so large in earlier months. The output in and previous to November last probably fell off as much owing to the reduced industrial and export demand for coal as to the lack of capacity for production. In any event, the reduced output would not by itself account for the abnormal prices in London and some other centers of population, for there had been, for a time at least, a decrease of consumption, and in most centers of the north the rise above normal winter prices has been a relatively small one. Even after allowing for exceptional local causes, such as the powerful cooperative organizations of consumers in some of the northern towns, we do not think that the great difference in favor of some large towns as compared with others could have appeared if the only cause of the increase of prices had been so obviously universal as a general reduction of output.

14. The shortage of supplies actually available or "within sight" for London (and the same remark is equally applicable to other centers, and perhaps even more to many towns on the southern railways) can not be measured by the shortage of output at the collieries. During November and December last the scarcity of shipping and consequent rise of freights began to cut off the supply of sea-borne coal. Comparatively little household coal comes to London by sea; but the result of the reduction in the sea-borne supply of—e. g., gas—coal was that it was largely thrown on the railways, which at the same time were congested owing to military requirements. Further, the number of wagons usually available for the transport of coal was seriously reduced by the same cause, and the period which wagons took to accomplish their journeys and return to the colliery was often considerably increased.

15. Moreover, London occupies a peculiar position as a market for coal. As a general rule, a colliery chooses to rely, if possible, on its local market (the nearest big town or towns) as the backbone of its business—for one reason, its wagons make so many more journeys and carry so much more coal in a month or year than they do if they are sent to London. Accordingly, when supplies of coal are abundant and the local market has taken all it can, the surplus is sent to London and sold for what it will fetch; when supplies are deficient, London has to bid high in order to attract coal from the local market which has the first claim on the colliery. London prices tend to be lower than elsewhere in times of abundance, but in times of scarcity they tend to rise above the level of the north and midlands. It need hardly be pointed out that this tendency is aggravated when the scarcity is partly due to congestion on the railways, for a colliery owner is more unwilling than ever to send wagons to London if he is uncertain that they will return within a normal time.

16. London is peculiar, too, in another respect—its lack of adequate storage accommodation. Owing to the number of small houses and flats possessing only coal cupboards, and to the high price of land, it is in practice impossible to store coal in large quantities. The result is that in time of pressure there are inadequate reserves, and unless the railways are known to be working with their usual efficiency the scarcity of the visible supply is instantly felt and reflected in rising prices.

17. We have had conflicting evidence submitted to us on the question whether the arrangements for distribution from the depots



in London to the consumer have been adequate. It has been stated, on the one hand, that the enlistment of carters, a shortage of horses, and similar causes have rendered it hard to maintain proper distribution even when coal has been available. On the other hand, the opinion has been expressed that if the supply of coal at the depots had been adequate there would have been no serious difficulty in delivering it; and this view is supported by the figures of daily clearances from the depots since the beginning of February, with which some railway companies have furnished us. On the whole, we do not regard the difficulties of distribution as a serious contributory cause of the prevailing high prices.

18. It is due to the railway companies to say that we have satisfied ourselves by personal inspection and other means that they are now, under difficult circumstances, bringing regular and increased supplies of coal to the London market, and the returns submitted to us go to show that the daily arrivals of rail-borne coal are equal to the usual supplies available at this time of the year. Further, the employment in the sea-borne coal trade of the interned steamers has sensibly relieved the pressure on the railways.

19. To sum up this part of our inquiry, we think that a temporary scarcity of supply in and after November has provided the occasion for the rise in the price of household coal in London, and that that scarcity has been due, first, to the general reduction of output arising mainly from the enlistment of miners; secondly, to the decrease of sea-borne supplies of nonhousehold coal, resulting in abnormal pressure on the railways; thirdly, to congestion on the railways and to shortage of wagons arising from military requirements; and, fourthly, to lack of storage accommodation at the depots and among consumers. The demand in London has been at certain periods, if not greater than usual, at least greater than it need have been, by reason of "panic" orders.

20. Although the terms of our reference direct us only to inquire into the causes of the high prices of household coal, we understand that we are free to offer advice on the appropriate steps for dealing with those causes; but before we turn to this question we desire to make some remarks on an aspect of the whole subject which has naturally attracted much attention.

21. We have pointed out that prices have risen owing to the temporary lack of equilibrium between supply and demand; that they have risen without relation to the cost of production; and that such a rise brings its own remedy in normal times, but in the present exceptional circumstances is largely deprived of economic justification. We have no doubt that the rise is considerably above the increase in cost of production and distribution, which can reasonably be put down to the war. The cost of production at the mine has not, on a high estimate, risen more than 1s. (24.3 cents) per ton—one eminent authority has stated to us that that figure is preposterously high. The railway rates remain the same, and we see no reason to think that the rise in wagon hire, wages of carters and loaders, the cost of horses and of fodder, and similar charges in London amounts to more than 2s. (48.7 cents) per ton, the figure given to us by a representative merchant. Even accepting the above estimates, the total rise in the cost of production and distribution has been at most 3s. (73 cents) per ton, whereas the price to the consumer has risen



above normal winter prices by an amount varying according to the quality of the coal from 7s. (\$1.70) to 11s. (\$2.68) per ton.

22. Had the public been convinced that the rise in the price of coal corresponded with the increase in the cost of production and distribution due to the war, we believe that they would have accepted the situation without complaint. We have stated the facts in the preceding paragraph. The net result is that the sums recently paid and now being paid for coal by London consumers include a large surplus above ordinary profits, after making full allowance for the increased cost of production and distribution.

23. We have attempted in vain to apportion the surplus between the different interests concerned. The case of the merchants, which we can not accept without large modifications, is substantially that the whole or a large part of the supplies which they have obtained from the collieries under contract has been passed on to consumers with whom they in their turn had contracts made at summer prices; and that on the coal which they bought at current prices and are selling at current prices they make little or no profit. The case of the collieries is that their gains on coal sold at current prices do little more than offset their increased expenses on the getting of the coal which they have to supply at prices fixed by contracts made in the summer. In order to decide on these contentions, it would be obviously necessary to ascertain what proportion of the coal sold by each particular colliery is sold on contract, sliding scale or fixed, and similarly what proportion of the coal sold by each particular merchant is purchased and sold by him under contract. Such figures we have been unable to obtain.

24. Our information with regard to the time at which pit-head prices advanced is not conclusive, but it appears probable from a consideration of dates that it was the rising prices in London which first stimulated colliery owners to secure a share of the increases paid by the consumer. Advances in pit-head prices served as an occasion for further raising retail prices in London, and this again induced colliery owners to demand higher prices for coal not already sold or only partially delivered under contract.

25. We may add that certain coal owners have, during recent months, made a practice of reducing their deliveries under contract on the ground of reduction of output at their collieries. Putting on one side the question whether these abatements on deliveries were not actually greater in many cases than the diminution of supply, we have grave doubts concerning the legality of making any abatement at all so long as the output is sufficient to satisfy the contract; and we can not but regard such a transaction as highly questionable when it enables the coal owner to sell a larger quantity of "free coal" at the greatly enhanced prices due to a national emergency. The reduction of deliveries from the colliery has compelled the merchants to adopt a similar policy in the execution of their own contracts with consumers. In some cases they have required an increase of price on deliveries under contract.

26. The question whether any steps can and should be taken, by special taxation or other means, to draw for the benefit of the State on exceptional profits made out of war conditions and not justified by exceptional services, is a question of national policy outside the scope of our reference. Such profits as have been made out of

the high prices of coal would presumably be dealt with under any general plan applicable to all cases of this nature.

27. The impression left upon our minds by the evidence and information before us is that the conduct of an industry on which such great national interests depend can not safely be left in a time of crisis to the working of an unregulated system of supply and demand. We may add that we know of no reason why prices of household coal in London should remain at their present high level, in view of the regular and increased supplies<sup>1</sup> now arriving by rail (of which we have convinced ourselves by personal inspection) and we consider that the situation as regards prices relatively to supplies should be closely and continuously watched, with the aid of the returns now being periodically received by the Board of Trade from the colliery owners and the coal merchants.

28. We turn now to the question of the remedies to be proposed for the present state of affairs in the household coal trade. In approaching this question we desire to point out that it will not, as might be supposed, solve itself by the arrival of spring and summer; unless remedial action is taken promptly the large contracts for a year's supply, which are usually made between April and June, will be made at a considerably higher range of prices than last year, and these contracts will form the basis of prices to the consumer during next winter. In spite, therefore, of the relief which may shortly be expected, the outlook for the winter of 1915-16 is serious and requires immediate consideration.

29. For the purposes of the rough analysis already given it is possible to separate household from gas and industrial coal, but for purposes of regulation and control we have come to the conclusion that it is impracticable to draw a hard and fast line between them. As a matter of fact the two are largely interchangeable. Obviously, therefore, any action affecting the price or distribution of household coal would have an immediate effect upon other coal, which is often drawn from the same pits, is selling at the same enhanced price, and is obtained, we understand (though our terms of reference have prevented us from pressing our inquiries into the matter), with even greater difficulty than coal used for domestic purposes. Only by measures taking account of the coal industry as a whole can relief be brought to the domestic consumer.

#### RECOMMENDATIONS.

30. We have considered the question whether the adoption of maximum prices, either by legal enactment or by the method of "recommended prices," which was applied to provisions in August last, would be calculated to solve the problems before us. In view of the difficulties incident to fixing pit-head and retail prices for all parts of the country and for all kinds of coal, and of securing an even and adequate distribution of coal supplies under such a system, we prefer to turn to remedies which in our opinion are at once simpler and more immediately practicable.

<sup>1</sup> For instance, during last February, 8,059 coal wagons arrived at the chief depots of the Midland Railway, in London, as compared with 8,304 during February, 1914; and 2,187 wagons arrived from Mar. 1-6 last (inclusive) as compared with 2,084 from Mar. 2-7, 1914. Returns from other companies are to a similar effect.



31. The question of output at the mines is now engaging the attention of a home office committee under the chairmanship of Sir R. Redmayne, His Majesty's chief inspector of mines, and we need not refer to it beyond expressing our hope that colliery owners and miners alike will realize that in the present emergency any sacrifices which they make to increase production are a mark and sign of the truest patriotism.

32. We would suggest that the immediate remedy is to be found only by adopting and applying the principle that at a time like this the nation should have the first call upon its own coal supplies. We are not thinking alone of the comfort and convenience of the consumer, but of the vital importance to the safety, credit, and well-being of the country, of securing that its coal supply should, as regards quantity and price, be maintained at a level commensurate with national requirements. We have seen that a slight deficiency may create a situation which is a hardship to the consumer and a danger to industry, and we are of opinion that, in the absence of any regulating measures, these hardships and dangers are likely to be indefinitely increased. On the other hand, if an adequate supply of coal could be guaranteed, the argument of scarcity could no longer be alleged, and it might be anticipated that new contracts would be concluded at prices that bore a reasonable relation to the increased cost of production.

33. Pending an actual increase in output we have no alternative but to recommend that, subject to considerations of policy which lie outside the province of the committee, some restriction should be placed upon exports to neutral countries with a view to putting an adequate supply of coal at the disposition of the home market. If and when this supply has been secured, and the necessary steps taken for maintaining it, the flow of exports would be resumed.

34. From the information at our disposal we have been unable to form an estimate of the present home deficiency for all purposes as compared with the demand, but we believe that with the smaller summer demand for household coal and the adoption of measures for an increased output (which may reasonably be expected), the occasion for the restriction which we recommend would tend to disappear. We are well aware that any interference with exports must be attended by a certain dislocation of trade; but, on the other hand, we are convinced that of the two evils this is less than the loss inflicted by a chronic condition of scarcity and inflated prices at home.

35. It is not for us to suggest the precise methods by which the principle we recommend for adoption should be applied. It is obvious, however, that under any system of licenses or voluntary agreements which may be adopted to give effect to our proposal the suggested restraints should be applied rather to those areas where coal is sold both for domestic and export purposes than to exporting districts pure and simple.

36. We need hardly say that we do not contemplate a restriction of the export of coal to our allies, but only to neutral countries.

37. Turning from the general problem to the particular case of London and the south, we have considered the suggestion that supply might be increased if all coal wagons were "pooled" and worked as though they belonged to one company. We are informed that the full adoption of this suggestion is impracticable for technical reasons



of railway administration, and that the railway executive committee have already made arrangements to enable companies possessing surplus wagons to help those whose supply is inadequate. At the same time, and while we are aware of the great strain thrown upon the railways at present by the movements of troops and military stores, we feel bound to urge that the committee should adopt every practicable expedient which can be devised for insuring the rapid and regular transport of coal to London and the south.

38. We also recommend that the Government should at once consider the question of inviting the London County Council to arrange that the council itself and any other public bodies which already possess or can secure the necessary facilities should during the coming summer acquire, and so far as possible store within easy reach of London, large stocks of household coal, to be sold during the winter at prices and under conditions to be fixed in consultation with the Government, to traders engaged in supplying small consumers. Such a step would, we believe, have a salutary effect in steadying prices.

39. There is one further suggestion which we have to make. A cheap supply of gas is of the greatest importance to the poorer classes of consumers. A rise of 1s. (24.3 cents) per ton in the price of gas coal or the cost of transport means an addition of 1d. (2 cents) per thousand feet to the price of gas. The Gas Light and Coke Co. alone supplies a population of perhaps 3,500,000. The consumers served by this company use 500,000 automatic meters, and the consumers obtaining gas by these meters use 400,000 gas stoves. The addition of 1d. (2 cents) per thousand feet to the price of gas involves an additional charge of £110,000 (\$535,315) per annum to the consumer in North London alone, and of over £200,000 (\$973,300) per annum through all London; the Gas Light and Coke Co. within the last few days have raised their price 4d. (8.1 cents) and the South Metropolitan Gas Co. 6d. (12.2 cents) per thousand feet in addition to a previous increase of 2d. (4.1 cents) in each case since the beginning of the war. The very high rates of freight for gas coal from the north compel the gas companies to charge more to the consumer, and may also lead contractors to bring gas coal south by railway, thereby reducing the usual facilities for the transport of household coal. We are informed that the interned ships now in the hands of the Government and occupied in transporting coal for public utility companies in London are employed, so far as practicable, at rates tending to reduce the high freights now charged, which during recent months have stood at 10s. (\$2.43) a ton or more above the normal rates. We suggest that this policy should be extended in the direction of lowering the rates of freight on these steamers. The difficulty of deciding what purpose the ships are to serve, and to what ports they are to go (which has been already faced and overcome), would apparently not be enhanced by widening the difference between the rates of freight for those interned ships and current rates. It would, of course, be advisable to insure that the benefit of low freights on the coal brought by these steamers should go to the consumers, not to the shareholders in public companies or to private firms; and we understand that this object is already attained to a considerable degree in the case of coal required for making gas in London. We suggest that the London coal advisory committee, which is already

advising the Government on the employment of these ships, should be asked to draw up, for the consideration of the Board of Trade, a detailed scheme for insuring that the benefit of the cheap carriage which we suggest should go to the public. It may be impossible to carry out this principle completely; but if so, we understand that any small gains which may accrue to private individuals will pass only to persons who have suffered by the previous action of the Government in taking over the ships which they have chartered.

40. We understand that certain enemy ships condemned by the prize court will shortly be or are already put up for sale. For the reasons indicated in the preceding paragraph, we suggest that the Government should consider the desirability of taking over such ships, when suitable, and devoting them to the conveyance to London of coal for public purposes.

41. We trust that the measures which we have recommended above will prove practicable and efficacious in reducing the price of coal; but in the event of prices not shortly returning to a reasonable level, we think that the national interests involved are such as to justify the Government in considering a scheme for assuming control of the output of the collieries of the United Kingdom, with a view to regulating prices and distribution in accordance with national requirements during the continuance of the war.

42. We may sum up our recommendations as follows:

- (1) Exports to neutral countries should be restricted. (Paragraphs 33-36.)
- (2) Steps should at once be taken to consider, in consultation with the public bodies concerned, the question of the accumulation by such bodies of reserves of coal in or near London, for the use of small consumers during next winter. (Paragraph 38.)
- (3) The rates of freight on the interned steamers should be further reduced. (Paragraph 39.)
- (4) Suitable enemy ships condemned by the prize court should be taken over by the Government and used for coal transport. (Paragraph 40.)
- (5) If prices do not shortly return to a reasonable level, the Government should consider a scheme for assuming control of the output of collieries during the continuance of the war. (Paragraph 41.)

We wish to call particular attention to our remarks in paragraph 11 of this report concerning the operation of the sliding scale in contracts for the supply of coal, and to the observations in paragraph 25 concerning the nonfulfillment by colliery owners of contracts made before last winter.

## ORGANIZATION IN COAL MINES TO INCREASE OUTPUT IN GREAT BRITAIN.

A second departmental report in regard to the coal-mining industry and of some importance in relation to the questions involved in the report on the causes of rise in the retail prices of coal above referred to is that on organization in coal mines to increase output. The report was only recently issued and no copy is available for reference.



The official summary from the Board of Trade Labor Gazette for June, 1915, is therefore quoted.

On the 23d February, the home secretary appointed a departmental committee<sup>1</sup> to inquire into the conditions prevailing in the coal-mining industry with a view to promoting such organization of work and such cooperation between employers and workmen as, having regard to the large numbers of miners who were enlisting for naval and military service, would secure the necessary production of coal during the war. This committee has now issued its report.<sup>2</sup>

The committee found that the number of persons from coal mines who had joined His Majesty's forces up to the end of February was 191,170, or at the rate of 27,310 persons a month. The rate of enlistment has since declined somewhat, and the estimated number at the end of May was about 220,000. The number in February (191,170) was 17.1 per cent of the total number of persons of all ages employed in coal mines at the beginning of the war (1,116,648); but the proportion of persons between the ages of 19 and 38, i. e., of those most physically fit to undertake arduous work, is estimated at approximately 40 per cent. Moreover, all the witnesses agreed that the recruits had, for the most part, been drawn from the underground labor, and very largely from those engaged in the actual work of getting and moving the coal. The withdrawal of labor has been especially heavy in Scotland (average of 21.3 per cent, rising to 25 or 30 per cent, in some counties), in South Wales and Monmouthshire (18.9 per cent), in Northumberland and Durham (24.3 and 19.9 per cent, respectively), and in Lancashire (21.3 per cent).

There has been a certain amount of replenishment of labor in coal mines from outside sources; but the net reduction of labor at the end of February in mines representing 89 per cent of the total labor employed was 134,186 persons, or 13½ per cent of the number employed in July, 1914. The average fall in output during the seven months, August–February, inclusive, as compared with the corresponding months of 1913–14, was also 13½ per cent. On this basis the total reduction in output for the year commencing from the outbreak of war would probably amount to 36,000,000 tons, against which can be put a probable reduction in the quantity exported of 24,000,000 tons, leaving a net shortage of 12,000,000 tons. In these circumstances the committee's conclusion is that if labor is further withdrawn from the collieries the output will be so reduced, notwithstanding all ameliorative measures, as seriously to affect the industrial position of the country.

One measure for increasing production recommended by the committee was the reduction of voluntary absenteeism. Since the outbreak of war, the average percentage of mine workers absent on the days when the mines were open for work was 9.8, as compared with 10.7 per cent in the seven months immediately preceding the war; and the committee consider that fully 4.8 per cent of this is avoidable absence. Were there no avoidable absenteeism the output would be increased to the extent of between 13,000,000 and 14,000,000 tons. The committee consider that the case has only to be put before the

<sup>1</sup> This committee is distinct from that appointed by the president of the Board of Trade to inquire into the causes of the rise in retail coal prices.

<sup>2</sup> Report of committee to inquire into the conditions prevailing in the coal-mining industry. London, 1915. (Cd. 7939.)



miners in order to secure a great response, and they recommend that this should be done by the executive of the Miners' Federation of Great Britain, as the body best fitted for the purpose. They also suggest that the same body might give attention to the question of the curtailment of holidays and "stop days" during the war.

As regards the eight-hour act, the committee suggest that the owners and workmen should confer together and determine to what extent, if at all, the act should be suspended in individual districts for certain classes of labor and for what period of time such suspension should last. Any extension of hours should meet with special consideration in respect of remuneration. Some advantage has already been taken of the provision in section 3 (1) of the eight-hour act enabling owners to extend the hours of work by 1 hour a day for 60 days in the calendar year; but the committee consider that, generally speaking, there remains little advantage obtainable from this source.

The committee suggest that additional men might be drawn into the coal-mining industry from trades that are working slack time, but not from agriculture, or from munition, or engineering works, all of which are already extremely short of labor. Belgian refugees might also be employed to a larger extent under the conditions and safeguards arranged by the home office. The committee do not recommend the more general employment of women, or the reduction of the age limit for boys.

The committee found that much had already been done in the way of internal reorganization, with a view to economizing labor and concentrating on the work of coal getting; but they draw the attention of coal owners and managers to various suggestions which have been put before them with this end in view, in case any further improvements may be possible.

In conclusion, the committee recommend that the importance of economy in the use of coal should be brought before the public as a patriotic duty. As regards the suggestions made for the curtailment of holidays and stop days, the extension of hours, etc., the committee remark:

The basis of all the proposals and suggestions made by the committee is harmonious cooperation between employers and employed through the medium of the organizations on both sides thoroughly representative of the parties. Unless the organizations possess this power and are able to act with authority for both owners and workmen, friction may arise and stoppages of work take place which ought to be avoided at the present time to the utmost extent possible.

## INCREASES IN WAGES IN GREAT BRITAIN DURING 1915.

The increases in cost of living in Great Britain have been accompanied by many changes in the rates of wages, although it is not possible to place the figures in direct comparison.

The Board of Trade Labor Gazette shows that during the five months ending with May 31, 1914, 1,987,444 working people were reported to have had their wages increased by £343,374 (\$1,671,029.57) per week, or an average of nearly 3s. 6d. (85 cents) per capita. These amounts are stated to be exclusive of increased

earnings due to overtime and exclusive of wages of agricultural laborers, seamen, railway employees, police, and Government employees. It is known, however, that considerable numbers of working people in each of these occupations did receive bonuses.

The coal-mine industry accounted for about half of the total increase, and the engineering and shipbuilding trades for a little less than half the remainder. Next in importance as regards both the number of working people affected and the amount of increase per week are the transportation and textile groups.

The increases in the coal-mining industry are of special interest in view of the discussion of increase in prices and the organization of the industry for purposes of production. Thus, the Labor Gazette shows war bonuses allowed during May of  $18\frac{3}{4}$  per cent for 93,000 miners in Scotland, of  $17\frac{1}{2}$  per cent for 180,000 in South Wales and Monmouthshire, of 15 per cent for 120,000 in the Durham district, and of  $15\frac{1}{2}$  per cent for approximately 190,000 in other districts.

## EMPLOYMENT IN VARIOUS COUNTRIES.

### AUSTRALIA, JULY TO SEPTEMBER, 1914.

The Labour Bulletin of the Commonwealth Bureau of Census and Statistics comments as follows <sup>1</sup> on industrial conditions for the latter half of the year 1914:

The improvement in the condition of the labor market reported for the second quarter of the current year was not maintained during the quarter under review, the effect of the war and the drought having resulted in a considerable increase in the percentage of unemployment. Before the outbreak of war, and while hope was still entertained that rain would come to minimize the effects of the drought, the reports received indicate that the improvement in employment in the preceding quarter continued during the early part of the quarter under review. \* \* \* The percentage of unemployment increased since the preceding quarter (April to June) from 5.7 to 10.7 per cent, while the percentage unemployed in the corresponding quarter (July to September) of 1913 was 7 per cent. The percentage of unemployment was greater than for either the immediately preceding quarter or the corresponding quarter of last year in all the States and in all industrial groups, with the exception of groups VII (building) and VIII (mining, quarrying, etc.). In both these groups, however, the returns for September show a relatively large increase on the figures for the quarter under review. The percentage of unemployment in September for all States and industrial groups increased to 12.7, a rise of 2 per cent, on the figures for the preceding month, but at the end of October the returns show that some improvement had taken place, the percentage having decreased to 11.2, a fall of 1.5 per cent on the September returns.

Returns from 466 trade-unions with membership of 283,584 at the end of September 30, 1914, indicated the number of unemployed as 30,367, or 10.7 per cent compared with 5.7 per cent for the end of the preceding quarter (April to June, 1914) and 7 per cent for the end of the corresponding quarter, July to September, 1913.

The following table shows the number of unions reporting as to unemployment, their membership, and the number and percentage unemployed for indicated years. These returns do not include persons out of work on account of strikes or lockouts.

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<sup>1</sup> Commonwealth Bureau of Census and Statistics. Labour and Industrial Branch, Melbourne, Australia, Labour Bulletin, Melbourne, 1914, No. 7 (July-September), pp. 61, 62.



## NUMBER OF UNIONS AND MEMBERS REPORTING, AND NUMBER AND PERCENTAGE UNEMPLOYED, 1891 TO 1914 (THIRD QUARTER).

Years.	Unions.	Member-ship.	Unemployed.	
			Number.	Percent- age.
1891 <sup>1</sup> .....	25	6,445	599	9.3
1896 <sup>1</sup> .....	25	4,227	457	10.8
1901 <sup>1</sup> .....	39	8,710	574	6.6
1906 <sup>1</sup> .....	47	11,299	753	6.7
1907 <sup>1</sup> .....	51	13,179	757	5.7
1908 <sup>1</sup> .....	68	18,685	1,117	6.0
1909 <sup>1</sup> .....	84	21,122	1,223	5.8
1910 <sup>1</sup> .....	109	32,995	1,857	5.6
1911 <sup>1</sup> .....	160	67,961	3,171	4.7
1912 <sup>1</sup> .....	464	224,023	12,441	5.5
1913:				
First quarter <sup>2</sup> .....	451	237,216	15,234	6.4
Second quarter <sup>2</sup> .....	458	243,523	17,854	7.3
Third quarter <sup>2</sup> .....	472	252,325	17,698	7.0
Fourth quarter <sup>2</sup> .....	465	251,207	13,430	5.3
1914:				
First quarter <sup>2</sup> .....	462	262,133	15,541	5.9
Second quarter <sup>2</sup> .....	467	279,318	15,856	5.7
Third quarter <sup>2</sup> .....	466	283,584	30,367	10.7

<sup>1</sup> The figures refer to the end of the year only, and not to separate quarters.

<sup>2</sup> The quarterly figures show the number of persons who were out of work for three days or more during a specified week in each quarter.

## CANADA, MAY, 1915.

The Department of Labor of Canada summarizes monthly, in text form, in its Labor Gazette industrial and labor conditions prevailing in the country. Usually a tabular statement is also presented, by means of which conditions in the different industries are characterized in general terms as active, quiet, fair, etc.

The following is quoted from the issue of the Labor Gazette of June, 1915, and characterizes conditions generally prevailing in May of this year:

General labor conditions in May remained about the same as in the previous month, with some slight improvement in eastern Canada in the building trades. The unemployment situation showed little change from that of April. There were still large numbers of unskilled workingmen out of employment, particularly in the west. Skilled trades outside of the building trades were fairly well employed. The situation so far as machinists were concerned was good, the greater number of this trade being actively engaged in shops and factories manufacturing munitions of war, while many of those out of employment were seeking work in Great Britain also on war munitions, opportunities in regard to which were being presented by agents of the British Government who were in Canada for the purpose of recruiting members of the engineering or machinist trade.

Agricultural operations continued to give employment to many men, though the demand was mostly for experienced help. Activity continued in the lumbering industry, in the driving of logs and operation of sawmills. Fishing was fairly active on the Atlantic coast and in the northern waters of British Columbia. Coal mining continued fairly active in Nova Scotia, but was dull in the west.

Metal mining showed improvement, the strong demand and high prices obtaining for copper and nickel occasioning activity in mines producing these metals. Manufacturing showed improvement. Railway construction outside of some construction work in the west was confined principally to maintenance work. Transport conditions were fairly active in river and lake navigation, also at some ocean ports, but railway traffic was quieter. Domestic trade was improved slightly in some lines.

### DENMARK.

The statistical office regularly publishes returns from the trade-unions regarding the amount of unemployment among their members. Besides this source of information four special unemployment investigations have been made to ascertain the effects of the war in causing maladjustments in the labor market. A recent number of the Statistical Journal<sup>1</sup> summarizes the results of these investigations. The investigations were made August 22 and October 24, 1914, and January 23 and March 20, 1915.

At the first investigation the membership of the trade-unions reporting was approximately 120,000, at the second and third about 130,000, and at the most recent one about 138,000. The extent of unemployment, judging by these trade-union returns, does not appear to be any greater than what is normal at this time of the year. The results of the various investigations may be summarized as follows:

#### PERCENTAGE OF UNEMPLOYMENT AMONG TRADE-UNION MEMBERSHIP IN DENMARK AT INDICATED PERIODS.

[Source: Statistiske Efterretninger udgivet af det Statistiske departement. Copenhagen, 1915. No. 7 (Mar. 31), p. 48, No. 12 (June 11), p. 81.]

Industries.	1913		1914			1915		
	January.	March.	January.	March.	May.	January.	March.	May.
Building trades.....	37.1	10.3	37.0	11.2	3.0	43.2	34.5	5.1
Independent trades....	23.7	12.6	27.1	16.2	7.9	23.2	22.6	6.2
Factory trades.....	5.3	3.8	5.3	4.1	3.1	6.3	4.3	2.6
Average.....	16.8	7.4	17.5	8.8	4.1	17.6	14.8	4.0

The per cent of unemployment in trade-union membership over a series of years by certain classified periods is shown in the following table, compiled from previous numbers of the statistical office journal already cited, and is reprinted from the organ of the Danish State Insurance Council (*Arbejderforsikrings-Raadet*).

<sup>1</sup> Statistiske efterretninger udgivet af det Statistiske departement. Copenhagen, 1915. No. 7 (Mar. 31), pp. 47, 48.

## PERCENTAGE OF UNEMPLOYMENT AMONG TRADE-UNION MEMBERSHIP IN DENMARK, 1910 TO 1914.

[Source: Social Forsorg, Copenhagen, 1915, No. 3 (June), p. 91.]

	1910	1911	1912	1913	1914
First quarter.....	15.9	15.5	14.1	12.3	13.0
April to July.....	7.5	6.4	4.0	4.0	4.3
August and September.....	7.4	4.5	3.7	3.7	10.4
Fourth quarter.....	13.0	9.6	8.4	9.0	12.5
Average for year.....	11.0	9.2	7.5	7.3	9.5

## FINLAND, 1914.

Reports from the public municipal employment offices are periodically received by the industrial board of the Finnish Senate and published in its journal (*Arbetsstatistisk Tidskrift*). This summary of employment conditions, as shown by the activities of the public employment offices in seven cities in Finland, is compiled from the second issue of 1915 of the journal referred to. From Helsingfors, the capital, it is reported that after the outbreak of the war a considerable renewed activity took place in employment, particularly in the metal industry. Employment upon public works was extended to meet the increasing amount of unemployment. This seems also to have been the condition of affairs in all the centers of employment.

The first table which follows shows the number of applicants for positions reported by the employment offices, the number of vacancies, and the number of places filled each month of the years 1913 and 1914. The second table is a summary of the work of the employment offices from 1910 to 1914.

## WORK OF PUBLIC EMPLOYMENT OFFICES IN FINLAND IN 1913 AND 1914.

[Source: Arbetsstatistisk tidskrift utgiven af Industristyrelsen i Finland. Helsingfors, 1913, 1914.]

Month.	Applicants.		Vacancies.		Places filled		Applicants per 100 vacancies.	
	1913	1914	1913	1914	1913	1914	1913	1914
January.....	3,134	8,618	1,641	2,113	1,249	1,893	191	408
February.....	2,164	3,198	867	1,650	681	1,410	250	193
March.....	2,021	3,017	1,028	1,340	819	1,162	197	225
April.....	<sup>1</sup> 1,984	2,798	<sup>2</sup> 1,271	1,553	<sup>2</sup> 969	1,246	156	180
May.....	<sup>1</sup> 2,002	<sup>1</sup> 2,288	<sup>1</sup> 1,412	1,518	<sup>1</sup> 1,068	<sup>1</sup> 1,137	142	151
June.....	<sup>1</sup> 1,699	<sup>1</sup> 1,168	<sup>1</sup> 1,070	<sup>1</sup> 1,275	<sup>1</sup> 836	<sup>1</sup> 994	158	147
July.....	<sup>1</sup> 1,329	<sup>1</sup> 1,555	<sup>1</sup> 982	<sup>1</sup> 1,348	<sup>1</sup> 744	<sup>1</sup> 873	135	115
August.....	<sup>1</sup> 1,674	<sup>1</sup> 3,453	<sup>1</sup> 1,286	<sup>1</sup> 1,364	<sup>1</sup> 978	<sup>1</sup> 1,135	130	253
September.....	<sup>1</sup> 2,478	<sup>1</sup> 5,326	<sup>1</sup> 1,587	<sup>2</sup> 2,772	<sup>1</sup> 1,184	<sup>2</sup> 2,388	156	192
October.....	<sup>1</sup> 2,231	4,362	<sup>1</sup> 1,131	2,855	<sup>1</sup> 907	2,429	197	152
November.....	2,895	3,469	1,314	1,885	1,056	1,680	220	184
December.....	2,400	7,524	1,284	7,336	1,102	6,355	186	103

<sup>1</sup> No report for 2 agencies.<sup>2</sup> No report for 1 agency.



## WORK OF PUBLIC EMPLOYMENT OFFICES IN FINLAND, 1910-1914.

[Source: Arbetsstatistisk tidskrift utgiven af Industristyrelsen i Finland. Helsingfors, 1913, 1914.]

Year.	Number.			Applicants per 100 vacancies.	Vacancies per 100 places filled.	Applicants per 100 places filled.
	Appli- cants.	Vacancies.	Places filled.			
1910.....	23,218	11,664	9,036	199	129	257
1911.....	22,784	11,764	9,386	194	125	243
1912.....	22,086	12,611	9,388	175	134	235
1913 <sup>1</sup> .....	26,092	14,986	11,652	174	129	224
1914 <sup>2</sup> .....	47,476	27,009	22,702	176	119	209

<sup>1</sup> Data for 1913 in this table differs in a small degree with detail table by months.<sup>2</sup> Data for 1914 probably subject to slight correction.FRANCE, DURING THE WAR.<sup>1</sup>

The results of a special investigation directed by the Minister of Labor as to conditions of employment in France during the war may not be without interest at the present time. The inquiry was somewhat limited in its scope, including 6.56 per cent of the total number of establishments and 25.77 per cent of the employees ordinarily subject to inspection. The investigation covered 31,676 establishments of individual employers of labor, which before the war employed 1,070,093 employees. The dates covered by the investigation were August 1 and October 1, 1914, and January 1, 1915. By reason of data collected prior to the outbreak of the war it was possible to make comparison, first, as to the number of establishments in operation, and, second, as to the number of persons employed at that time and during the course of the war.

The number of persons employed in the establishments under investigation on January 1, 1915, formed 56 per cent of the number of employees under normal conditions. This, however, would not mean that 44 per cent of the employees were unemployed, as the effect of mobilization must be taken into consideration; and, as a matter of fact, 24 per cent of all those employed were subject to military duty.

The following table shows the per cent of decrease in number of persons employed on January 1, 1915, as compared with the number employed under normal conditions, the part of this percentage who were called to military duty, and the part unemployed, as shown by the reports received from the establishments reporting.

<sup>1</sup> Bulletin du Ministère du Travail et de la Prévoyance Sociale, Paris, 1915. Vol. 22, Nos. 1 to 4, pp. 1-17.

PER CENT OF DECREASE IN THE NUMBER OF PERSONS EMPLOYED ON JANUARY 1, 1915, AS COMPARED WITH THE NUMBER OF EMPLOYEES UNDER NORMAL CONDITIONS, AND PORTION OF THIS PERCENTAGE CALLED TO MILITARY DUTY AND PORTION UNEMPLOYED, BY INDUSTRIES.

Industries.	Per cent of decrease January 1, 1915, as compared with normal number employed.		
	Total.	Called to military duty.	Unemployed.
Food products.....	29	26	3
Chemical industries.....	41	27	14
Rubber, paper, and cardboard.....	50	19	31
Printing and bookbinding.....	62	24	38
Textile industries.....	31	15	16
Clothing, millinery, etc.....	49	6	43
Hides and leather.....	36	26	10
Lumber.....	69	30	39
Metal industries, base.....	39	32	7
Fine metals and precious stones.....	88	23	65
Building trades.....	78	33	45
Stoneware, earthenware, glassware, etc.....	63	28	35
Transportation, loading, unloading, etc.....	37	32	5
Miscellaneous commercial establishments.....	44	25	19
All industries.....	44	24	20

The following table presents data showing the number of establishments reported, and number and per cent in operation on August 1 and October 1, 1914, and January 1, 1915:

NUMBER OF ESTABLISHMENTS REPORTING, NUMBER IN OPERATION, AND PER CENT OF REPORTING ESTABLISHMENTS IN OPERATION, AUGUST AND OCTOBER, 1914, AND JANUARY, 1915.

	Number of establishments reporting.	Number of establishments in operation.			Per cent in operation.		
		Aug. 1, 1914.	Oct. 1, 1914.	Jan. 1, 1915.	Aug. 1, 1914.	Oct. 1, 1914.	Jan. 1, 1915.
Food products.....	4,396	3,948	4,013	4,099	90	91	93
Chemical industries.....	704	404	483	586	57	68	83
Rubber, paper, and cardboard.....	553	255	305	360	46	55	65
Printing and bookbinding.....	958	534	621	676	56	65	71
Textile industries.....	1,921	606	1,180	1,565	31	61	81
Clothing, millinery, etc.....	6,111	2,959	3,943	4,283	49	64	70
Hides and leather.....	1,694	652	938	1,117	36	55	66
Lumber.....	3,385	895	1,178	1,472	26	35	44
Metal industries, base.....	6,551	3,176	3,883	4,705	48	59	72
Fine metals.....	569	6	18	27	1	3	5
Precious stones.....	41	8	7	9	20	17	22
Building trades.....	1,978	248	383	1,251	18	20	65
Stoneware, earthenware, glassware, etc.....	449	136	170	243	30	38	54
Transportation, loading and unloading.....	50	36	43	45	72	86	90
Miscellaneous commercial establishments.....	2,316	1,822	1,977	2,049	79	85	88
All industries.....	31,676	15,685	19,142	22,487	50	60	71

The number of persons employed in these establishments under normal conditions, the number employed in August 1 and October 1, 1914, and January 1, 1915, with the percentage of the number of

employees on these dates as compared with normal conditions are shown in the following table:

NUMBER OF PERSONS EMPLOYED UNDER NORMAL CONDITIONS, AND NUMBER AND PER CENT EMPLOYED ON AUG. 1 AND OCT. 1, 1914, AND JAN. 1, 1915, BY INDUSTRIES.

Industries.	Number of persons employed under normal conditions.	Number of persons employed on—			Per cent of normal number employed on—		
		Aug. 1, 1914.	Oct. 1, 1914.	Jan. 1, 1915.	Aug. 1, 1914.	Oct. 1, 1914.	Jan. 1, 1915.
Food products.....	68,836	37,935	43,209	48,889	55	63	71
Chemical industries.....	61,647	20,877	26,619	36,549	34	43	59
Rubber, paper, and cardboard.....	41,124	13,404	16,146	20,592	33	39	50
Printing and bookbinding.....	36,354	11,570	12,500	13,964	32	34	38
Textile industries.....	185,135	53,457	87,065	127,135	29	47	69
Clothing, millinery, etc.....	117,422	33,126	47,809	59,870	28	41	51
Hides and leather.....	50,908	13,836	21,952	32,539	27	43	64
Lumber.....	59,086	8,481	12,971	18,404	14	22	31
Metal industries, base.....	292,508	89,992	122,172	179,429	31	42	61
Fine metals.....	8,674	479	505	850	5	6	9
Precious stones.....	1,529	382	335	412	25	22	27
Building trades.....	40,195	7,113	7,948	8,976	18	20	22
Stoneware, earthenware, and glassware.....	45,835	10,540	13,898	17,116	23	30	37
Transportation, loading, and unloading.....	11,207	3,137	5,874	7,016	28	52	63
Miscellaneous commercial establishments.....	50,233	23,935	25,112	28,349	48	50	56
All industries.....	1,070,793	328,264	444,115	600,090	31	41	56

#### GERMANY, APRIL, 1915.

The Imperial Labor Gazette (*Reichs-Arbeitsblatt*) for April reports on the condition of the labor market as follows:

There is no considerable change in the situation of the labor market to be reported for April. The somewhat high degree of activity which prevailed during the preceding month among a large number of industries has not only suffered no diminution but has increased to a considerable extent. Frequently the question is asked whether the burden on industry has not reached its extreme limit.

According to reports from individual concerns and from employers' associations the demand in the coal-mining industry in April has been as great in almost all the districts as during the preceding month. The pig-iron industry profited by increased demand, which brought up the daily average production considerably over that of the preceding month. Metal and machine industries worked at as great a strain as during the preceding month, while some further improvement has been noted in those branches of these industries primarily supplying the war demand. The electrical industries, also, as in the preceding month, showed a heavy demand in war materials and found overtime work necessary. The clothing industry, according to reports, showed further improvement, while in the building trades no considerable revival in private work had as yet set in.

#### RETURNS FROM EMPLOYERS.

Returns from 337 employers of labor showed 289,861 persons employed as compared with 369,228 during the corresponding month of 1914, reported from 306 employers, or a decrease of 21.5 per cent.



The decrease for the month of March preceding as compared with the number employed in March, 1914, showed a decrease of 15.3 per cent. The decrease is attributed to the withdrawal of men to the war, shown by the fact that the decrease is almost entirely among male workers. The relative decline in different industries in April, 1915, as compared with April, 1914, was as follows:

Mining and smelting.....	26.64
Iron and steel industry.....	17.34
Machine industry.....	15.36
Electrical industry.....	18.73
Chemical industry.....	33.62
Spinning and weaving.....	.13
Wood and cabinet industries.....	26.97
Food and drinks.....	2.69
Clothing industry.....	15.18
Glass and porcelain industry.....	41.10
Paper-making and printing industry.....	31.46
Miscellaneous (including building materials and shipping).....	56.88

#### RETURNS FROM SICKNESS INSURANCE SOCIETIES.

Monthly returns of the membership of local sick relief funds are obtained by the Imperial Office of Labor Statistics. These returns are in a way a measure of the amount of employment existing in any month as the sickness insurance law requires practically all wage earners to enroll on a sick register, exempting them only if out of employment.

Returns for May 1 from 5,904 sick benefit societies showed a registration (persons employed) of 8,234,285, while returns for April 1, from 5,977 funds showed a membership of 8,053,667. Among male members there was an increase from the preceding month of 1.30 per cent, while among the female workers there was an increase of 3.66; the average increase for both sexes was 2.26 per cent.

#### RETURNS FROM TRADE-UNIONS.

Thirty-three trade-unions sent in returns regarding the amount of unemployment among their members on April 30. These had a membership of 1,122,580, although the information received pertained to only 1,045,589 members; of these 30,292, or 2.9 per cent, were unemployed, compared with 3.4 for the previous month, and 2.8 per cent for April, 1914. Since the outbreak of the war the ratio of the unemployed to total membership reported stands thus:

August, 1914.....	22.4
September, 1914.....	15.7
October, 1914.....	10.9
November, 1914.....	8.2
December, 1914.....	7.2
January, 1915.....	6.5
February, 1915.....	5.1
March, 1915.....	3.3
April, 1915.....	2.9

The percentage of unemployed in individual trade-unions appears as follows:

PERCENTAGE OF UNEMPLOYED IN GERMAN TRADE-UNIONS, AUGUST, 1914, TO APRIL, 1915.

[Source: Reichs-Arbeitsblatt, May, 1915, pp. 399, 401.]

Industrial union.	Member- ship re- ported as of end of April, 1915.	Percentage of unemployment at the end of the last week, each specified month.					
		1914		1915			
		Aug.	Dec.	Jan.	Feb.	Mar.	Apr.
Hat and felt goods makers <sup>1</sup> ...	8,796	62.2	15.4	13.8	14.1	16.9	23.6
Porcelain workers <sup>1</sup> .....	8,974	54.0	33.0	16.7	15.1	12.8	12.8
Glaziers <sup>1</sup> .....	1,583	19.4	15.5	18.7	21.4	12.6	11.6
Book binders <sup>1</sup> .....	20,815	39.9	13.8	12.8	9.6	8.2	10.0
Lithographers <sup>1</sup> .....	9,216	54.8	18.2	12.1	10.5	6.5	6.1
Woodworkers <sup>1</sup> .....	95,137	33.0	17.7	13.4	9.6	6.5	5.6
Leather workers <sup>1</sup> .....	10,134	22.8	5.1	7.8	3.5	4.4	5.0
Textile workers <sup>1</sup> .....	86,822	28.2	7.0	5.3	5.1	4.1	4.8
Shoemakers <sup>1</sup> .....	23,947	35.7	3.5	2.7	2.3	2.5	3.5
Building trades <sup>1</sup> .....	123,836	16.4	11.6	13.9	11.5	7.3	2.8
Printers <sup>1</sup> .....	39,000	41.2	15.4	12.4	9.0	2.6	2.1
Woodworkers <sup>2</sup> .....	6,268	20.7	10.9	7.7	4.5	3.3	1.9
Shoemakers and leather workers <sup>3</sup> .....	3,816	18.2	.6	.8	1.1	1.1	1.8
Woodworkers <sup>3</sup> .....	4,613					1.4	1.8
Factory workers <sup>2</sup> .....	4,833	18.0	3.7	5.2	3.0	1.5	1.8
Metal workers <sup>1</sup> .....	292,710	21.5	4.1	3.0	2.3	1.8	1.7
Metal workers <sup>2</sup> .....	21,015	18.2	2.7	2.5	2.1	1.6	1.6
Factory workers <sup>1</sup> .....	111,192	16.3	5.2	4.8	3.9	2.5	1.5
Transport workers <sup>1</sup> .....	104,902	10.8	3.9	3.9	2.9	1.4	1.3
Tobacco workers <sup>1</sup> .....	18,873	32.5	1.7	1.1	1.1	1.0	.9
State and municipal workers <sup>1</sup> .....	31,122	1.8	1.3	1.2	.9	.7	.3
Total reporting <sup>4</sup> .....	1,122,580	22.4	7.2	6.5	5.1	3.3	2.9
Total reporting at end of March.....	1,213,630						

<sup>1</sup> Social-Democratic unions.

<sup>2</sup> Christian trade-unions.

<sup>3</sup> Hirsch-Duncker unions.

<sup>4</sup> Including 13 unions not shown in this table.

#### RETURNS FROM THE LABOR EXCHANGES.

Of the 1,120 exchanges in Germany regularly in touch with the labor office, reports as to adjustments in employment were received from 890 exchanges; compared with reports from the same exchanges for the corresponding month (April) of the preceding year, there was a decline in the number of applicants for positions of 155,000 in round numbers. For every 100 situations registered as vacant the number of applicants during each of the indicated months stood as follows:

	Males.	Females.
April, 1914.....	161	94
March, 1915.....	98	152
April, 1915.....	100	165

#### GREAT BRITAIN, 1914-15.

Conditions in the labor market in Great Britain are the subject of monthly reports by the Board of Trade in its Labor Gazette. A high level of employment was reported in May <sup>1</sup> in such industries as coal

<sup>1</sup> Board of Trade. Labour Gazette, London, 1915 (June).

mining, iron and steel, woolen and hosiery, and in the boot and shoe trade. "The food preparation trades were very active, but the fishing industry continued to be seriously affected by the war." In general there was reported a scarcity of male labor, due to the draft of enlistments; this shortage was beginning to extend to female and boy labor. The building trades seem to have suffered relatively heavily from enlistments.

The following tables give the usual statistics compiled from the January to June issue of the Labor Gazette for 1914 and 1915.

#### UNEMPLOYMENT IN TRADE-UNIONS.

In May, 1915, reports as to unemployment in trade-unions included 925,655 members, of whom 11,474, or 1.2 per cent, were unemployed. The table which follows shows the per cent of unemployment in certain unions for the months of November and December of 1914 and of January to May, 1915, compared with unemployment for the same months of the preceding year:

PER CENT OF UNEMPLOYMENT IN CERTAIN TRADE-UNIONS IN NOVEMBER AND DECEMBER, 1913 AND 1914, AND JANUARY TO MAY, 1914 AND 1915.

[Source: Board of Trade Labour Gazette, London.]

Unions.	November.		December.		January.		February.		March.		April.		May.	
	1913	1914	1913	1914	1914	1915	1914	1915	1914	1915	1914	1915	1914	1915
Building <sup>1</sup> .....	3.5	1.8	4.8	2.1	6.3	2.2	5.9	2.6	5.1	2.7	3.4	2.8	2.7	3.2
Coal mining.....	.4	1.6	.6	1.4	.6	.9	.5	.9	.5	.3	.5	.2	.5	.1
Iron and steel.....	3.5	1.9	4.7	3.0	3.7	2.1	4.0	2.2	2.9	1.6	4.8	2.2	5.4	1.9
Engineering.....	2.1	1.8	2.7	1.4	2.4	1.0	2.4	.7	2.4	.6	2.5	.5	2.7	.6
Shipbuilding.....	2.8	2.8	3.3	1.9	2.8	.7	2.2	.8	1.9	.6	2.4	.6	3.9	.5
Miscellaneous metal.....	1.5	1.5	1.8	1.4	1.7	1.1	1.6	.8	1.6	.6	1.5	.4	1.3	.4
Textiles:														
Cotton.....	1.7	6.3	1.8	5.2	2.0	3.0	2.1	2.2	2.3	2.5	2.0	2.5	2.1	2.7
Woolen and worsted.....	6.5	5.1	7.0	3.7	3.8	1.7	2.5	.9	2.6	.7	2.7	1.1	2.6	2.8
Other.....	1.7	6.5	1.9	5.2	1.8	3.9	1.7	2.2	1.6	1.1	1.4	.9	1.8	.8
Printing, bookbinding, paper.....	2.3	4.7	3.6	4.5	3.7	5.0	3.1	4.2	2.8	3.7	3.1	3.4	3.2	3.6
Furniture.....	2.3	4.5	3.3	8.1	3.4	7.4	2.6	6.5	1.7	4.6	1.7	3.9	1.7	3.0
Woodworking.....	2.2	1.3	2.7	1.1	2.4	.7	2.2	1.6	1.7	1.1	1.7	1.0	.8	.8
Clothing.....	2.2	1.3	2.7	1.1	2.4	.7	2.2	.7	2.2	.5	2.1	.3	1.6	.3
Leather.....	4.3	2.1	5.1	2.4	6.7	1.8	6.0	1.3	7.0	1.3	6.7	.7	5.0	.8
Glass.....	.4	2.0	.6	1.9	.5	1.8	.5	2.0	.4	2.3	.5	2.2	1.1	2.3
Pottery.....	.6	1.4	.9	1.0	.8	1.3	.6	.5	.7	.5	.9	.2	.7	.1
Tobacco.....	2.7	6.5	3.2	6.3	2.3	4.9	2.9	3.7	3.6	3.6	4.0	2.8	4.1	2.4
Total.....	2.0	2.9	2.6	2.5	2.6	1.9	2.3	1.6	2.2	1.3	2.1	1.2	2.3	1.2

<sup>1</sup> Returns relate mainly to carpenters and plumbers.

#### UNEMPLOYMENT AMONG INSURED PERSONS.

The percentage of insured persons under the unemployment insurance act of 1911 reported unemployed at the close of May, 1915, was 0.9 per cent compared with 3.2 per cent at the close of the same month in 1914. These returns were based on reports from 2,077,725 insured persons exclusive of those serving in the military forces.



The table which follows shows the percentage of unemployment among insured persons at the close of each of the months, November and December, 1914, and January to May, 1915, compared with the corresponding per cent for the same months in the year preceding.

PER CENT OF UNEMPLOYMENT IN THE INSURED TRADES AS OF THE END OF EACH INDICATED MONTH, NOVEMBER AND DECEMBER, 1914, AND JANUARY TO MAY, 1915.

[Source: Board of Trade Labour Gazette, London, 1913-1915.]

Industry.	November.		December.		January.		February.		March.		April.		May.	
	1913	1914	1913	1914	1914	1915	1914	1915	1914	1915	1914	1915	1914	1915
Building.....	5.9	5.4	6.9	5.0	8.6	4.5	6.3	3.5	4.6	2.2	3.8	1.7	3.5	1.4
Engineering and iron found- ing.....	2.7	2.3	3.0	1.8	3.1	1.0	3.2	.9	3.0	.7	3.1	.7	3.1	.5
Shipbuilding.....	3.4	2.7	3.9	2.1	4.0	1.2	3.7	1.1	3.5	.9	3.2	.9	4.0	.7
Vehicle construction.....	2.9	3.3	2.9	2.9	2.8	1.8	2.6	1.4	2.5	1.0	2.5	.8	2.4	.5
Sawmilling.....	2.9	2.3	3.3	1.8	4.0	1.4	4.0	1.5	3.5	1.4	3.8	1.4	3.7	1.2
Not specified.....	1.5	1.3	1.7	1.0	2.0	.9	2.0	.7	1.7	.6	1.9	.4	1.6	.4
Total.....	4.1	3.7	4.6	3.3	5.5	2.6	4.4	2.0	3.6	1.4	3.3	1.1	3.2	.9

#### REPORTS FROM EMPLOYERS.

Reports were received in May, 1915, from firms employing 1,217,199 workmen, of whom 288,614 were in the textile industry, 508,260 in coal mining, 103,131 in iron and steel, and 64,760 in the boot and shoe industry. The following tables summarize conditions for May, 1915:

EMPLOYMENT IN MAY, 1915, MINING AND METAL TRADES, GREAT BRITAIN.

[Source: Board of Trade Labour Gazette, June, 1915, p. 196.]

Trade.	May, 1915.		Increase (+) or decrease (—) in days worked per week as compared with—	
	Number of persons employed.	Days worked per week.	April, 1915.	May, 1914.
Coal mining.....	508,260	5.64	—0.05	+0.25
Iron mining.....	13,464	5.88	— .07	+ .17
Shale mining.....	3,208	6.00	.....	+ .08

Trade.	May, 1915.		Increase (+) or decrease (−) in number of furnaces as compared with—	
	Number of persons employed.	Furnaces in blast.	April, 1915.	May, 1914.
Pig iron .....	24,082	271	−1	+3

## EMPLOYMENT IN MAY, 1915, MINING AND METAL TRADES, GREAT BRITAIN—Concluded.

Trade.	May, 1915.		Increase (+) or decrease (—) in number of mills as compared with—	
	Number of persons employed.	Mills working.	April, 1915.	May, 1914.
Tin plate and steel sheets.....	25,056	464	+ 23	— 143

Trade.	May, 1915.		Percent of increase (+) or decrease (—) in number of shifts per week as compared with—	
	Number of persons employed.	Shifts per week.	April, 1915.	May, 1914.
Iron and steel.....	103,131	591,509	+0.3	+7.2

## EMPLOYMENT IN MAY, 1915, IN TEXTILES AND OTHER TRADES, GREAT BRITAIN.

[Source: Board of Trade Labor Gazette, June, 1915, p. 196.]

Trade.	Number of persons employed.			Wages paid.		
	Week ending May 22, 1915.	Percent of increase (+) or decrease (—) compared with corresponding week in—		Week ending May 22, 1915.	Percent of increase (+) or decrease (—) compared with corresponding week in—	
		April, 1915.	May, 1914.		April, 1915.	May, 1914. <sup>1</sup>
Textiles:						
Cotton.....	103,995	-0.2	- 5.7	\$523,927	+1.5	- 3.0
Woolen.....	25,047	- .1	+ .9	138,583	+2.2	+19.2
Worsted.....	34,845	- .6	- 2.9	151,538	+ .1	+ 5.5
Linen.....	40,621	-2.8	-10.1	125,784	- .8	-12.7
Jute.....	13,186	+ .4	- 4.7	64,199	+1.5	+14.6
Hosiery.....	23,448	+ .3	+ 3.6	104,674	+4.3	+12.1
Lace.....	7,903	+ .1	-16.4	38,606	+2.1	-13.4
Other.....	14,054	-1.2	-11.9	59,308	+2.4	- 7.4
Bleaching, dyeing, etc.....	25,515	+1.2	-10.5	174,192	+3.0	- 1.8
Total textiles.....	288,614	- .4	- 5.8	1,380,811	+1.6	+ .1
Boots and shoes.....	64,760	-1.2	- 3.0	382,229	+1.5	+11.8
Shirt and collar.....	22,179	+ .1	- 2.1	80,316	+ .4	+ 1.3
Clothing (ready-made).....	39,813	+2.8	+18.4	186,027	+3.0	+29.2
Printing and bookbinding.....	28,615	-1.5	-17.6	165,578	+ .2	-16.8
Pottery.....	17,278	+ .3	-13.0	87,738	+5.9	- 6.0
Glass.....	7,121	-2.2	-13.4	50,305	- .9	- 8.1
Brick.....	8,806	- .6	-28.4	55,562	-2.2	-27.4
Food products.....	62,782	+ .6	+ 1.4	309,621	+3.3	+17.4
Total, all trades.....	539,998	- .2	- 4.7	2,698,187	+1.8	+ 2.5

<sup>1</sup> Comparisons are affected by the payment of war bonuses.

## REPORTS FROM THE LABOR EXCHANGES.

These national labor exchanges have been organized since 1909. By the act of September 20 of that year the board of trade was permitted to establish public employment offices at such places as it deemed necessary or to take over, with the consent of those concerned, any existing employment office, whether private or established by the local authorities. A recent report by the board <sup>1</sup> shows that 401 exchanges were in active operation on January 15, 1915, which would indicate a fairly steady growth for a period of about 5 years.

The current operations of these exchanges (reported in the *British Labor Gazette*) are a partial index of the supply and demand of labor. The effects of the war upon the labor market are easily read in their returns, as disclosed in the following statement compiled from a somewhat long, though interesting summary for the year 1914, in the issue of the *Labor Gazette* of February, 1915.

The total number of workpeople who made applications on the general register of these exchanges during 1914 numbered 3,442,452; the number of individuals who were listed on the separate register for casual workers numbered 7,222 during the same period.

The number of vacancies filled by the exchanges during the year was 1,116,909, and in addition 154,967 jobs were secured for dock laborers and others. The number of individuals given work was 814,071 on the general register, and 5,730 on the register for casual workers; but as some of these workmen were listed on both registers, it is necessary in order to find the net number to deduct the number of workmen listed on both, which would reduce the net number securing positions during 1914 to 819,039. In addition to the above figures 14,749 men were given employment through a separate employment office for dock laborers at Liverpool.

Under normal conditions, the report states, the register of the exchanges would show the seasonal fluctuations of trade, with a large amount of unemployment at the beginning of the year, a decline to the middle of July, and an increasing amount to the end of the year; but this seasonal fluctuation during 1914 was concealed by the employment following the outbreak of the war and the increased industrial activity in the later months of the year. Thus unemployment reached its maximum on September 11, when the numbers of men and women on the register were respectively 75 per cent and 120 per cent greater than on the preceding July 17; while thereafter the number of men on the register declined until January 15, 1915, when the number was slightly more than one-half of the number on the register at January 16, 1914. This decrease, of course, is due to enlistment and the increased opportunities for work on naval and military contracts.

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<sup>1</sup> Board of Trade Labour Gazette, London, 1915, No. 2 (February), p. 43.



Applications for positions and vacancies filled showed a general increase in 1914, as compared with 1913, the per cent of a relative increase in registrations for men, women, boys, and girls being 10.9, 32.9, 13.6, 30.9, respectively, and in vacancies filled 24.8, 16.8, 14.3, 12.6. The following table summarizes conditions for 1913 and 1914, and for each of the months of January to May, 1915, compared with the same months of the preceding year:

NUMBER OF APPLICATIONS FOR EMPLOYMENT AND NUMBER OF VACANCIES REPORTED AND NUMBER FILLED, GREAT BRITAIN, 1913 AND 1914.

[Source: Board of Trade Labour Gazette, February, 1915, p. 44.]

	1913	1914
Number of applications for employment.....	2,965,893	3,442,452
Per cent of increase in 1914 over 1913.....		16.1
Number of vacancies reported.....	1,232,828	1,479,024
Per cent of increase in 1914 over 1913.....		21.0
Number of vacancies filled.....	921,853	1,116,909
Per cent of increase in 1914 over 1913.....		21.9
Number of applications per 100 vacancies filled.....	321.7	308.2
Number of vacancies reported per 100 vacancies filled.....	132.6	132.4

There was a considerable unsatisfied demand for labor in the ship-building industry and in coal mining during the latter portion of the year; agricultural laborers, and both men and women workers in the tailoring, boot-making, and woolen trades were also in great demand.

One of the means by which the Government assists the workmen consists in advancing him money for his fare from his home locality to the place of work. During the year 1914 fares were advanced in 20,800 cases, necessitating an expense up to September 30, 1914, of £7,600 (\$36,985). The total amount advanced from the time this scheme was put into operation in 1910 up to September 30, 1914, was in round numbers £18,000 (\$87,597) and the number of cases in which assistance was given was 54,800. It is, of course, understood that all advances to the workmen are to be repaid at some time.

#### NETHERLANDS.

The Dutch statistical office through its monthly journal <sup>1</sup> has published regularly since September, 1906, current returns of the labor market and conditions of employment in the Netherlands. The source of its information is, first, returns from the different employment offices, both municipal offices and those maintained by employers or trade-unions, and from other private exchanges. Reports of these bureaus are gathered through the councils of labor (*Kamers van Arbeid*). These councils are established by law in certain localities, or with jurisdiction over certain trades, to further and harmonize the interests of employers and employees, who compose these councils

<sup>1</sup> Maandschrift van het Centraal bureau voor de statistiek. The Hague.

in equal numbers. A second source consists of the monthly reports—also compiled semiannually—from the trade unions which maintain unemployment benefit funds as well as those who do not, while as a third source of information there are the reports of local sick benefit funds subsidized by the municipalities.

The brief summary which follows is compiled from the most recently received number of the journal<sup>1</sup> already referred to, and relates to conditions in March and April of this year.<sup>1</sup>

The larger proportion of unemployed persons in March seeking work through the employment offices was found in the building trades (3,743), metallurgy and machine construction (1,847), transportation (2,431), domestic and personal service (5,275), and unskilled laborers (2,277). Of the total persons (19,535) seeking work, 15,573, or 79.7 per cent, were of these occupations. Of all occupational groups the largest per cent (27) of applications for employment was made by domestic servants.

An analysis of the data by occupations for April shows but little variation in per cent from that presented for March.

A summary of the results of the reports received by the statistical office regarding the amount of unemployment among persons subject to unemployment insurance is presented in the table which follows, showing the index of unemployment for each of the months of 1914. By the index of unemployment is meant the ratio between the number of man-days of work actually lost through unemployment and the total maximum number of man-days of work which could have been lost. Therefore an increasing index number shows an increasing amount of unemployment. It is to be noted also that Dutch figures are based on weekly and not monthly averages.

INDEX NUMBER OF UNEMPLOYMENT FOR EACH MONTH OF 1913 AND 1914 IN THE NETHERLANDS.

[Source: Maandschrift van het Centraal bureau voor de statistiek. The Hague, April, 1915, p. 387.]

	1913	1914		1913	1914
January.....	7.5	10.4	July.....	3.6	7.4
February.....	5.4	6.6	August.....	4.7	22.2
March.....	3.2	4.9	September.....	4.7	27.2
April.....	3.3	4.7	October.....	4.7	24.5
May.....	4.2	5.8	November.....	6.3	21.7
June.....	3.8	6.7	December.....	8.8	20.7

The effects of the war in increasing unemployment is quite apparent from this table.

The comparative amount of unemployment in the different trade-unions in March and April, 1915, is shown in the table which follows. Percentages, as in all cases in the Dutch statistics of unemployment,

<sup>1</sup> Issue of May 31, 1915 (Vol. 10, No. 5), pp. 442-466.

are based on weekly averages of the number employed and out of work during the month; nor do the figures include as unemployed those out of work by reason of strike, lockout, sickness, accident, or imprisonment. According to the table the largest proportion of unemployment prevails among the diamond workers, while no unemployment is reported among clay and coal miners and peat diggers; and agriculture shows less than 1 per cent of unemployment in each month.

PER CENT OF UNEMPLOYMENT IN CERTAIN TRADE-UNIONS IN THE NETHERLANDS  
IN MARCH AND APRIL, 1915.

[Source: Maandschrift van het Centraal bureau voor de statistiek. The Hague, 1915, April, p. 379; May, p. 456.]

Trade-union.	March, 1915.	April, 1915.	Trade-union.	March, 1915.	April, 1915.
Pottery, glass, lime, and stone workers.....	33.6	31.1	Metal and machine tools, ship- building.....	13.5	10.8
Diamond workers.....	78.2	74.7	Textile trades.....	14.7	10.1
Building trades.....	21.3	14.9	Food preparation.....	3.1	3.1
Printing and lithography.....	17.7	16.4	Agriculture.....	.6	.4
Woodworkers, straw workers, etc.....	15.7	12.0	Packing, storing, hauling, etc.....	4.3	4.1
Clothing and cleaning.....	12.0	2.3	Transportation.....	32.8	14.0
Leather, oilcloth, etc.....	2.6	3.3	Independent professions.....	3.2	3.0
Clay and coal mining, peat digging.....	(1)	(1)	Miscellaneous <sup>2</sup> .....	11.8	7.2
			Total.....	18.8	15.7

<sup>1</sup> No unemployment.

<sup>2</sup> Includes those unions whose membership consists of workmen of different trades.

A survey of the amount of unemployment over a period of years is shown for the building trades in the following table. Here the effect of the war is quite apparent.

PERCENTAGE OF UNEMPLOYMENT IN THE BUILDING TRADES, JANUARY, 1911, TO  
APRIL, 1915, BY MONTHS.

[Source: Maandschrift van het Centraal Bureau voor de Statistiek, vol. 10, No. 5, May 31, 1915, p. 459.]

Month.	1911	1912	1913	1914	1915
January.....	15.4	14.4	10.6	19.1	27.8
February.....	10.9	13.2	8.3	7.9	25.8
March.....	4.2	3.9	3.2	3.7	21.3
April.....	2.5	1.4	1.4	2.9	14.9
May.....	1.9	1.0	1.7	2.3	.....
June.....	2.1	1.1	2.2	3.1	.....
July.....	2.7	1.7	2.8	2.7	.....
August.....	2.8	1.5	3.3	12.7	.....
September.....	3.3	1.8	3.9	16.9	.....
October.....	4.0	2.0	3.9	21.7	.....
November.....	7.0	4.8	5.8	23.8	.....
December.....	10.2	7.5	10.3	27.0	.....

NORWAY, 1914.

For ascertaining the state of the labor market the Norwegian labor office has for some time made use of five sources of information: (1) Reports from trade-unions, dating from 1903, upon the amount of un-



employment among their membership; (2) reports from employers (200 to 300) as to the number of their employees at certain periods of time. (These reports also date from 1903); (3) reports from the public employment exchanges since 1898; (4) special unemployment censuses, 1905, 1906, and 1910; (5) returns from unemployment benefit funds, ascertaining thereby the number of such funds, their membership and changes therein, and their financial condition.

The labor office, in the second issue of its journal for 1915, summarizes conditions in the labor market in 1914 as follows:<sup>1</sup>

The first seven months of 1914 continued the activity of the prosperous years by which we had benefited since 1910. The year did not begin with quite such favorable indications as the preceding year, as the amount of unemployment in certain trades, e. g., the building trade, was relatively very considerable; yet in the course of the spring months the situation in this particular trade became so favorable as to cause the average of unemployment for the year among trades-union members in general to decline for the months of May, June, and July to that of the specially prosperous years of 1912 and 1913. For these same months the public employment offices reported more vacancies than there were applicants for jobs, not merely in the women's division, as is usually the case, but also in the men's division, where there is regularly an oversupply of applicants.

Returns from 200 employers indicated a labor force of 34,352 hands at the close of 1912, and 33,913 at the close of 1913, while during the period from January to May, 1914, this average number increased to 34,786 among 208 employers (practically the same individuals who reported in 1913). A decline began, however, even in June; in July the same 208 employers had a labor force of 34,189 hands, a decline which is accounted for by the occurrence of a strike. From both sources of information, namely, reports from trade-unions and from the public employment offices, the effect of the outbreak of the war is manifested. According to reports from the national trade-union federation (*Arbeidernes faglige landsorganisation*) 10 per cent out of a total membership in round numbers of 68,000 were unemployed on August 31, 1914, while 7½ per cent were unemployed on September 30, 1914. The number of applicants at the unemployment offices increased greatly as between July and August, 1914, rising from 3,028 to 5,312, while the number of vacancies decreased as between these same months from 3,150 to 2,874. As the year advanced, however, the labor market tended very generally to return to a normal.

The amount of unemployment in the membership of certain unions at periods indicated is disclosed in the table following.

<sup>1</sup> Sociale Meddelelser utgivet av socialavdelingen under Departementet for sociale saker, handel, industri og fiskeri. Christiania, 1915, No. 2-3.

## PER CENT OF UNEMPLOYMENT IN TRADE-UNION MEMBERSHIP IN NORWAY AT THE CLOSE OF INDICATED MONTHS IN 1913 AND 1914.

[Source: Sociale Meddelelser, utgivet av socialavdelingen under Departementet for sociale saker, handel, industri og fiskeri, Copenhagen, 1915, Nos. 2-3, page 97.]

Name of trade-union.	1913				1914			
	Sep-tember	Octo-ber.	Novem-ber.	Decem-ber.	Sep-tember	Octo-ber.	Novem-ber.	Decem-ber.
Workingmen's federation .....	2.5	2.5	3.0	5.9	8.2	6.4	6.6	7.3
Bakers and confectioners' union .....	6.9	4.3	5.3	7.6	16.2	16.2	12.2	13.1
Central association of book printers .....	1.9	1.1	.8	1.0	5.6	5.0	2.6	3.8
Harbor and transport workers' union <sup>1</sup> .....	.....	.....	.....	.....	13.2	8.1	5.0	1.1
Iron and metal workers' union .....	.8	.8	.9	1.4	2.6	2.4	2.0	2.0
Painters' union .....	4.1	3.1	9.8	19.5	17.6	13.7	19.2	35.1
Seamen and steamship men's union .....	.....	.....	.....	.....	17.5	9.9	5.3	3.6
Bricklayers and masons' union .....	4.9	6.8	12.5	19.6	4.9	5.9	9.3	16.4
Furniture workers' union .....	.4	1.0	1.4	2.3	7.1	3.7	3.0	4.8
Papermakers' union <sup>2</sup> .....	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	15.7	9.9	3.0	12.8
Lumber and planing millmen's union .....	1.5	2.0	.3	13.3	1.5	1.8	3.1	14.4
Shoe workers' union .....	.4	.2	.4	1.9	2.2	1.3	1.0	1.6
Woodworkers' union .....	2.5	5.2	6.9	10.4	7.6	9.8	9.5	13.7

<sup>1</sup> Unemployment for less than 14 days not reported.<sup>2</sup> Members of the workingmen's federation during 1913.

The table which follows may serve as a very adequate summary of labor market conditions in Norway during the year 1914. It shows for each month the per cent of applicants for jobs to jobs available, the per cent of unemployment in trade-union membership, and the number of employed workmen (as reported from 200 to 300 employers) for every 100 workmen employed at the close of 1908. The last part of the table is in reality an index number of the number employed, the number employed on December 31, 1908, being taken as the base or 100.

## NUMBER OF APPLICATIONS FOR EMPLOYMENT PER 100 VACANCIES REPORTED, PER CENT OF UNEMPLOYMENT, AND NUMBER OF PERSONS EMPLOYED PER 100 EMPLOYED DEC. 31, 1908, 1909-1913 AND 1914.

[Source: Sociale Meddelelser utgivet av socialavdelingen under Departementet for sociale saker, handel, industri og fiskeri, 1915, Nos. 2-3, p. 98.]

Month.	Applicants per 100 vacancies.			Per cent of unemployment in trade-unions.			Number employed for each 100 workers employed on Dec. 31, 1908. <sup>1</sup>		
	1909-1913 <sup>2</sup>	1913	1914	1909-1913	1913	1914	1909-1913 <sup>3</sup>	1913	1914
January .....	251	163	164	6.1	3.1	4.2	.....	.....	.....
February .....	193	149	155	6.1	2.8	3.2	.....	.....	.....
March .....	162	128	145	4.5	2.1	2.2	103.7	111.2	111.8
April .....	133	112	111	2.8	1.5	1.3	.....	.....	.....
May .....	119	106	97	1.8	1.0	.8	.....	.....	.....
June .....	118	106	95	1.4	1.0	.7	106.9	112.8	111.8
July .....	112	106	96	1.5	.9	.9	.....	.....	.....
August .....	127	119	185	1.6	.9	3.6	.....	.....	.....
September .....	123	117	179	2.2	1.7	4.3	106.3	113.4	107.2
October .....	136	129	169	2.4	1.7	2.9	.....	.....	.....
November .....	172	158	181	3.2	2.5	3.6	.....	.....	.....
December .....	164	146	156	5.1	4.7	4.4	104.4	108.4	103.9

<sup>1</sup> Reports from 200 to 300 employers.<sup>2</sup> Monthly average.<sup>3</sup> Quarterly average.

## SWEDEN, 1914.

Reports are published by the Swedish labor office in its monthly journal<sup>1</sup> concerning the state of the labor market on the basis of (1) returns by schedule from leading employers located in 40 different centers, (2) from the trade unions, the latter of whom report the amount of unemployment among their membership as of the first of each month, and (3) from the returns of the public employment offices.

Returns from 30 trade unions for the first quarter of 1915 showed an average membership of 59,195, 56,397, and 57,476, respectively, on the first day of each of the months of January, February, and March, with an unemployment percentage of 15, 14.8, and 12, respectively. How this compares with the corresponding months of each of the years 1911 to 1914 is shown in the table which follows:

PER CENT OF UNEMPLOYMENT IN SWEDISH TRADE UNIONS ON THE FIRST OF EACH INDICATED MONTH FOR THE YEARS 1911 TO 1915.

[Source: Sociale Meddelanden utgivna av K. Socialstyrelsen, Stockholm, 1915, No. 5, p. 511.]

Year.	January.		February.		March.	
	Number reporting.	Per cent unemployed.	Number reporting.	Per cent unemployed.	Number reporting.	Per cent unemployed.
1911.....					61,550	12.0
1912.....	43,067	8.5	50,972	11.1	53,122	8.4
1913.....	54,340	8.4	52,774	8.9	50,392	7.1
1914.....	60,535	7.5	61,468	10.4	58,354	7.5
1915.....	59,195	15.0	56,788	14.8	57,476	12.0

Judging from this table conditions as to unemployment were considerably worse in 1915 than in the corresponding months of the years 1911 to 1914, with the exception that in March, 1911, the per cent of unemployment was the same as in March, 1915.

The largest amount of unemployment in March was found among the bricklayers and masons' union (58.1 per cent) and in January and February among the members of the plasters' union, the per cent being 80 and 84.2, respectively; the latter union was also second in the amount of unemployment in March, 1915. In January the lowest per cent of unemployment was found among the members of the shoe and leather workers' union, in February in the miners' union, and in March in the ironworkers' union. In general the building trades workers suffered most heavily, while among metal workers unemployment was relatively at a minimum.

The increase in the activities of the public employment offices in Sweden during 1914 was very marked. During each of the years 1912, 1913, and 1914, the increase in the number of applications for jobs over each preceding year was 15.4, 5.7, and 25.1 per cent,

<sup>1</sup> Sociale Meddelanden utgivna av K. Socialstyrelsen, Stockholm.



respectively; but the increase in the number of vacancies and the relative number of places filled did not keep pace with this increase in the number of applicants; the increase in vacancies in 1912, 1913, and 1914 was 22, 13.2, and 11 per cent, respectively; in places filled, 23.9, 12.3, and 17.2 per cent, respectively.

The following table shows the relation between the applications for positions and the vacancies available and the actual places filled. The effect of the early war months (August to December) in increasing the number of applicants per 100 vacancies as compared with the same number for the year 1913 is quite apparent. The greatest amount of unemployment in 1914 was found among male workers, judging from the fact that the largest proportion of applicants for each 100 vacancies was found among that class of employees. On the same basis agriculture showed the least amount of unemployment.

NUMBER OF APPLICATIONS AND NUMBER OF PLACES FILLED FOR EACH 100 VACANCIES FOR EACH OF THE MONTHS OF THE YEARS 1913, 1914, AND 1915.

[Source: Sociale Meddelanden utgivna av K. Socialstyrelsen, 1915, No. 3-5.]

	Applications per 100 vacancies.			Places filled per 100 vacancies.		
	1913	1914	1915	1913	1914	1915
January.....	153	125	202	64	64	71
February.....	133	127	181	62	62	72
March.....	110	107	147	58	59	67
April.....	97	91	125	60	60	67
May.....	99	93	.....	62	62	.....
June.....	112	104	.....	66	67	.....
July.....	107	99	.....	61	65	.....
August.....	96	132	.....	61	69	.....
September.....	89	121	.....	60	70	.....
October.....	98	128	.....	67	75	.....
November.....	129	192	.....	71	77	.....
December.....	117	182	.....	74	76	.....
Average for year.....	116	.....	.....	68	72	.....

Reports were received from 2,160 employers in 40 centers of employment, during the first quarter of the year 1915, employing 258,764 workmen. Of this number 2,138 employers, employing 249,403 workmen, were engaged in industry, the handworking trades, and transportation. After a compilation of their reports, it appeared that 384 employers, who employed 26 per cent of the total labor force, reported conditions of employment as improved as compared with the first quarter of 1914; 1,108 employing 49 per cent of the labor force reported conditions as unchanged, and 646 employing 25 per cent of the labor force reported conditions as worse.

## SWITZERLAND (ZURICH), JANUARY TO MARCH, 1914 AND 1915.

The table presented here may serve to show from a limited angle the state of employment in one of the principal industrial centers of Switzerland during the first quarter of the years 1914 and 1915.

As shown, the number of applications for each 100 vacancies and for each 100 positions filled was greater in each of the three months of the first quarter of 1915 than for the same months of 1914.

NUMBER OF APPLICATIONS FOR EMPLOYMENT AND OF VACANCIES REPORTED, COMPARED WITH POSITIONS FILLED, FIRST QUARTER, 1914 AND 1915, ZURICH, SWITZERLAND.

[Source: Monats-Berichte des Statistischen Amtes der Stadt Zurich, Nos. 1, 2, and 3, 1915, p. 25.]

Period.	Applica- tions for employ- ment.	Vacancies reported.	Positions filled.	Applications for em- ployment per 100—	
				Vacancies reported.	Positions filled.
January, 1914.....	1,581	684	484	231.1	326.7
January, 1915.....	2,143	647	459	331.2	466.9
February, 1914.....	1,397	755	524	185.0	266.6
February, 1915.....	1,817	848	662	226.1	274.5
March, 1914.....	1,499	1,380	975	108.6	153.7
March, 1915.....	1,850	1,279	988	144.6	187.2

## STRIKES AND LOCKOUTS IN VARIOUS COUNTRIES.

### FRANCE, JANUARY TO APRIL, 1915.<sup>1</sup>

Fifteen strikes and 3 lockouts were reported to the French labor office during the period from January to April, 1915. Six occurred in January, 5 in February, 2 in March, and 5 in April, and involved in all 842 employees. Ten of the disputes arose from a demand for increased wages. The industries affected were: Preparation of food, in 4 instances; weaving, 4; boots and shoes, 3; dock workers, 2; clothing, 2; and 1 in each of 3 miscellaneous occupations. The average number of days lost was 5.61 days; the longest dispute lasted 54 days, the shortest 1 day. As to results, 4 succeeded, 5 were compromised, and 9 failed.

### GERMANY, DURING THE WAR.

Since the outbreak of the war to the end of March, 1915, according to the report of the imperial office of labor statistics<sup>2</sup> there occurred 52 labor disputes directly involving 4,029 workmen; the total employed force in the establishments involved was, however, 10,218. The average duration of the disputes was 4.77 days as compared with 27.99 days, the average for all disputes occurring during the five-year period 1909-1913. The strikes occurring during the war were not largely supported by trade-unions. The question of wages was involved in 43 of the labor disputes. Of the 52 disputes, 26 were settled by conciliation. As to results obtained, the strikes were wholly successful in 11 cases, involving 41 per cent of the men affected; and partially successful in 12 instances, involving 16.6 per cent of all employees affected, while no results followed from the other 29 disputes, which involved 42.4 per cent of the total number of persons affected.

### GREAT BRITAIN, 1914 AND 1915.

Based on returns from employers and employees, reports are published monthly by the Board of Trade in its Labor Gazette concerning trade disputes which occur in the course of each month. The following brief statement summarizes conditions as to strikes from January to May, 1915, as compared with the corresponding months of 1914. The first table shows the number of disputes arising in each particular month and the number of workpeople affected thereby, together with

<sup>1</sup> Bulletin du Ministère du Travail, January-April, 1915, pp. 18, 19.

<sup>2</sup> Reichs-Arbeitsblatt. Hrsg. vom Kaiserlichen Statistischen Amte, Abteilung für Arbeiterstatistik. Berlin, 1915 (May), pp. 413-416.



the distribution of the strikes of each month according to their causes. During the five-month period, January to May, 1915, 185 out of a total of 258 disputes were caused by demand for increased wages.

## LABOR DISPUTES IN GREAT BRITAIN, JANUARY TO MAY, 1915, BY MONTHS.

[Source: Board of Trade Labour Gazette, February to June, 1915.]

Months.	Number of new disputes.	Work-people directly and indirectly affected.	Causes of disputes.				
			Wages.		Hours of labor.	Trade-unionism.	Other.
			For increase.	Other causes.			
January.....	30	4,082	15	4	2	4	5
February.....	47	29,007	34	5	.....	1	7
March.....	74	16,359	54	7	.....	5	8
April.....	44	5,577	38	.....	1	2	3
May.....	63	48,240	44	6	3	.....	10
First 5 months <sup>1</sup> .....	258	103,265	185	22	6	12	33

<sup>1</sup> The totals do not agree with the table following, because "In making up total for several months figures have been amended in accordance with the latest information."

The following table presents a comparative summary statement, by trade groups, of strikes in Great Britain between January 1 and May 31, 1915, both dates inclusive, and the corresponding period in 1914, with aggregate number of persons involved and duration in working days of all disputes in progress.

The number of strikes during the period in 1915 was 55 per cent of the number for a like period in 1914, and the number of persons affected in 1915 was only 35 per cent of the number in 1914, and the days of work lost because of strikes in 1915 was only 11.4 per cent of the number so lost in 1914.

## LABOR DISPUTES IN GREAT BRITAIN IN THE FIRST FIVE MONTHS OF 1914 AND OF 1915.

[Source: Board of Trade Labour Gazette, June, 1915, p. 222.]

Groups of trades.	January to May, 1914.			January to May, 1915.		
	Number of disputes.	Number of work-people involved.	Aggregate duration in working-days of all disputes in progress.	Number of disputes.	Number of work-people involved.	Aggregate duration in working-days of all disputes in progress.
Building.....	110	34,161	2,040,500	21	9,460	74,000
Coal mining.....	80	216,545	3,070,400	20	22,193	86,300
Other mining and quarrying.....	8	814	28,600	1	33	1,100
Engineering.....	44	6,369	383,900	46	16,295	170,900
Shipbuilding.....	52	13,190	65,400	25	2,848	24,200
Other metal.....	32	8,041	126,500	21	9,699	43,400
Textile.....	60	13,496	366,500	32	20,672	142,400
Clothing.....	26	2,390	42,500	16	2,005	10,100
Transport.....	26	8,563	32,900	45	14,525	88,900
Other trades.....	81	11,434	306,200	59	11,963	121,600
Total <sup>1</sup> .....	519	315,003	26,663,400	286	109,693	762,900

<sup>1</sup> Totals for 1915 do not agree with detail table. Explanation given in note on that table.

<sup>2</sup> The aggregate duration in 1914 of the general dispute at Dublin (200,000 working-days), is included in the total but not in the separate groups of trades.

## BUREAUS OF LABOR, INDUSTRIAL COMMISSIONS, ETC., AND THEIR CHIEF OFFICIALS.

State.	Name of bureau.	Name and title of chief official.		Location of bureau.
		Name.	Title.	
United States.....	Bureau of Labor Statistics.	Royal Meeker.....	Commissioner.....	Washington, D. C.
Arkansas.....	{Bureau of labor and sta- tistics.	J. C. Clary.....	do.....	Little Rock.
		(M. J. McMahon.....	Deputy commis- sioner.	Do.
California.....	Bureau of labor sta- tistics.	John P. McLaugh- lin.....	Commissioner.....	948 Market Street, San Francisco.
Colorado.....	do.....	Axel Swanson.....	Deputy commis- sioner.	Denver.
Connecticut.....	do.....	P. H. Connolley.....	Commissioner.....	Hartford.
Georgia.....	{Department of com- merce and labor.	(H. M. Stanley.....	do.....	Atlanta.
		(J. T. Derry.....	Assistant commis- sioner.	Do.
Hawaii.....	Department of immi- gration, labor, and statistics.	Ralph A. Kearns..	Acting commis- sioner.	Honolulu.
Idaho.....	Bureau of immigration, labor, and statistics.	S. J. Rich.....	Commissioner.....	Boise.
Illinois.....	Bureau of labor sta- tistics.	L. D. McCoy.....	Secretary.....	Springfield.
Indiana.....	Bureau of statistics.	T. W. Brolley.....	Chief.....	Indianapolis.
Iowa.....	Bureau of labor sta- tistics.	A. L. Urlick.....	Commissioner.....	Des Moines.
Kansas.....	Department of labor and industry.	P. J. McBride.....	do.....	Topeka.
Kentucky.....	Department of agricul- ture, labor, and sta- tistics.	J. W. Newman.....	do.....	Frankfort.
Louisiana.....	Bureau of labor and in- dustrial statistics.	Wm. McGilvray..	do.....	New Orleans.
Maine.....	Department of labor and industry.	Roscoe A. Eddy..	do.....	Augusta.
Maryland.....	Bureau of statistics and information.	Frank A. White..	Chief.....	Baltimore.
Massachusetts.....	Bureau of statistics.....	C. F. Gettemy.....	Director.....	Boston. 721A New Albion Building, No. 1 Beacon Street, Boston.
		(Alfred W. Donovan	Chairman.....	
		Mrs. Mary H. Dewey		
		Selskar M. Gunn..		
		Dr. Alfred H. Quessy		
		Edward F. Wallace		
		(Edwin Mulready..	Counsel Commissioner of labor.	
Michigan.....	Department of labor.....	(J. V. Cunningham.	Commissioner.....	Lansing.
		(C. E. Hogadone..	Deputy commis- sioner.	Do.
Minnesota.....	Department of labor and industries.	W. F. Houk.....	Commissioner.....	St. Paul.
		J. T. Fitzpatrick..	do.....	Jefferson City.
		H. P. Reeds.....	Deputy commis- sioner.	Do.
Missouri.....	{Bureau of labor sta- tistics.	(John L. Bradley..	do.....	Do.
		(A. T. Edmonston..	Supervisor of sta- tistics.	Do.
Montana.....	Department of labor and industry.	W. J. Swindle- hurst.....	Commissioner.....	Helena.
Nebraska.....	Bureau of labor and in- dustrial statistics.	Chas. W. Pool....	Deputy commis- sioner.	Lincoln.
New Hampshire..	Bureau of labor.....	J. S. B. Davie.....	Commissioner.....	Concord.
New Jersey.....	Bureau of statistics of labor and industries.	George C. Lowe..	Chief.....	Trenton.
		(Lewis T. Bryant..	Commissioner.....	Do.
		(John I. Holt.....	Assistant commis- sioner.	Do.
		(John Mitchell.....	Chairman.....	Albany.
		Jas. M. Lynch.....		Address of board,
		Wm. H. H. Rogers		381 Fourth Ave- nue, New York
		Louis Wiard.....		City.
		(Edward P. Lyons..		
North Carolina...	Department of labor and printing.	M. L. Shipman...	Commissioner.....	Raleigh.
North Dakota.....	Department of agricul- ture and labor.	W. C. Gilbreath..	do.....	Fargo.
		(Wallace D. Yaple.	Chairman.....	Columbus.
		(Herbert L. Eliot..	Vice chairman	Do.
		(T. J. Duffy.....		Do.
		(H. H. Hamm.....	Secretary.....	Do.
Oklahoma.....	Department of labor.....	C. L. Daugherty..	Commissioner.....	Oklahoma City.
Oregon.....	Bureau of labor statis- tics and inspection of factories and work- shops.	O. P. Hoff.....	do.....	Salem.

*Bureaus of labor, industrial commissions, etc., and their chief officials—Concluded.*

State.	Name of bureau.	Name and title of chief officer.		Location of bureau.
		Name.	Title.	
Pennsylvania.....	Department of labor and industry.	John P. Jackson..	Commissioner.....	Harrisburg.
Do.....	(Industrial board (5 members).	John P. Jackson...	Commissioner of labor and industry.	Address of board, Harrisburg.
		Mrs. Samuel Semple		
		James C. Cronin.....		
		Geo. S. Comstock.....		
Philippine Islands	Bureau of labor.....	Maj. John P. Wood..		
Porto Rico.....	do.....	Manuel Tinio.....	Director.....	Manila.
Rhode Island.....	Bureau of industrial statistics.	J. Clark Bills.....	Chief.....	San Juan.
South Carolina.....	Department of agriculture, commerce, and industries.	G. H. Webb.....	Commissioner.....	Providence.
Texas.....	Bureau of labor statistics.	E. J. Watson.....	do.....	Columbia.
Utah.....	Bureau of immigration, labor, and statistics.	C. W. Woodman..	do.....	Austin.
Virginia.....	Bureau of labor and industrial statistics.	H. T. Haines.....	do.....	Salt Lake City.
Washington.....	Bureau of labor.....	J. B. Doherty.....	do.....	Richmond.
West Virginia.....	do.....	Edw. W. Olson.....	do.....	Olympia.
		Jack H. Nightingale.	do.....	Charleston.
Wisconsin.....	(Industrial commission (3 commissioners).	C. H. Crownhart..	Chairman.....	Madison.
		J. D. Beek.....		Do.
		Fred M. Wilcox.....		Do.
		P. J. Watrous.....	Secretary.....	Do.

**STATE BUREAUS CHARGED WITH ENFORCEMENT OF FACTORY INSPECTION LAWS, AND CHIEF INSPECTION OFFICIALS.**

State.	Name of bureau.	Name and title of chief official.		Location of bureau.
		Name.	Title.	
Alabama.....		W. H. Oates, M. D.	Inspector of jails, almshouses, cotton mills, or factories.	Box 282, Montgomery.
Arkansas.....	Bureau of labor and statistics.	J. C. Clary.....	Commissioner.....	Little Rock.
Do.....	Department of health.		Commissioner of health.	
California.....	Bureau of labor statistics.	John P. McLaughlin.	Commissioner.....	948 Market Street, San Francisco.
Do.....	Industrial accident board.	A. J. Pillsbury....	Chairman.....	Underwood Building, 525 Market Street, San Francisco.
Colorado.....	Bureau of labor statistics.	Alex. Swanson....	Deputy commissioner of labor and chief factory inspector.	Denver.
Connecticut.....	Factory inspector's office.	J. J. McPartland..	Factory inspector.	Hartford.
		Wm. Gibbons.....	Child labor inspector.	Ford Building, Wilmington.
Delaware.....		Miss Mary S. Malone.	Inspector for 10-hour law.	507 Washington Street, Wilmington.
		Dr. Wm. R. Mesick.	Inspector of canneries.	Rehoboth Beach.
Florida.....	Office of State labor inspector.	J. C. Privett.....	State labor inspector.	Room 6, Baldwin Building, Jacksonville.
Illinois.....	Department of factory inspection.	Oscar F. Nelson...	Chief.....	608 South Dearborn Street, Chicago.
Indiana.....	Bureau of inspection.	Edgar A. Perkins.	Chief inspector....	Room 120, State Capitol, Indianapolis.
		John J. Walsh.....	Deputy inspector.	
Iowa.....	Bureau of labor statistics.	A. L. Urlick.....	Commissioner.....	Des Moines.
Kansas.....	Department of labor and industry.	P. J. McBride.....	Commissioner of labor and industry and ex officio State factory inspector.	Topeka.



*State bureaus charged with enforcement of factory inspection laws, and chief inspection officials—Concluded.*

State.	Name of bureau.	Name and title of chief official.		Location of bureau.
		Name.	Title.	
Kentucky.....	Bureau of agriculture, labor, and statistics.	{J. W. Newman... Harry M. Leslie...	Commissioner..... Labor inspector...	Frankfort. 307 Kentucky Title Building, Louisville.
Louisiana.....	Bureau of statistics of labor.	{Wm. McGilvray... Mrs. Martha D. Gould.	Commissioner..... Factories inspector of Orleans Parish.	New Orleans. Room 11, City Hall, New Orleans.
Maine.....	Department of labor and industry.	Roscoe A. Eddy...	Commissioner of labor and State factory inspector.	Augusta.
Maryland.....	Bureau of statistics and information.	Frank A. White...	Chief.....	Baltimore.
Do.....	Women's 10-hour bureau.	Miss Sarah F. Martin.	Chief inspector....	Equitable Building, Baltimore.
Massachusetts.....	State board of labor and industries.	{Alfred W. Donovan. Edwin Mulready..	Chairman..... Commissioner of labor.	721A New Albion Building. No. 1 Beacon Street, Boston.
Michigan.....	Department of labor....	J. V. Cunningham	Commissioner of labor and chief factory inspector.	Lansing.
Minnesota.....	Department of labor and industries.	W. F. Houk.....	Commissioner; chief inspector.	St. Paul.
Missouri.....	Department of factory inspection.	A. S. Johnston....	Chief inspector....	Fullerton Building, St. Louis.
Nebraska.....	Bureau of labor and industrial statistics.	Chas. W. Pool....	Deputy commissioner of labor and factory inspector.	Lincoln.
New Hampshire..	Bureau of labor.....	J. S. B. Davie....	Labor commissioner and factory inspector.	Concord.
Do.....	Board of health.....	Irving A. Watson, M. D.	Secretary.....	
New Jersey.....	Department of labor....	Lewis T. Bryant..	Commissioner.....	Trenton.
New York.....	State industrial commission.	John Mitchell....	Chairman.....	Albany.
Ohio.....	Industrial commission..	{Wallace D. Yaple. T. P. Kearns.....	Chairman..... Chief deputy, division of workshops, factories, and public buildings.	Columbus.
Oklahoma.....	Department of labor....	C. L. Daugherty..	Commissioner.....	Guthrie.
Oregon.....	Bureau of labor statistics and inspection of factories and workshops.	O. P. Hoff.....	Commission of labor and factory inspector.	Salem.
Do.....	Board of inspectors of child labor.	.....	.....	.....
Pennsylvania.....	Bureau of inspection, department of labor and industry.	{John Price Jackson Lew R. Palmer...	Commissioner..... Chief inspector....	Harrisburg.
Rhode Island.....	Office of factory inspectors.	J. Ellery Hudson..	.....do.....	
South Carolina...	Department of agriculture, commerce, and industries.	E. J. Watson.....	Commissioner.....	Room 306, State House, Providence.
Tennessee.....	Department of workshop and factory inspection.	W. L. Mitchell....	Chief inspector....	Columbia.
Do.....	State board of health..	.....	.....	Nashville.
Texas.....	Bureau of labor statistics.	C. W. Woodman...	Commissioner.....	Austin.
Utah.....	Bureau of immigration, labor, and statistics.	H. T. Haines.....	.....do.....	Salt Lake City.
Vermont.....	Office of factory inspector.	Allan Calhoun....	Factory inspector.	Middleburg.
Virginia.....	Bureau of labor and industrial statistics.	J. B. Doherty....	Commissioner.....	Richmond.
Washington.....	Bureau of labor.....	Edward W. Olson.	Commissioner of labor.	Olympia.
West Virginia.....	.....do.....	Jack H. Nightingale.	Commissioner.....	Wheeling.
Wisconsin.....	Industrial commission.	{C. H. Crownhart.. C. W. Price.....	Chairman..... Assistant to commission.	Madison.

<sup>1</sup> The first deputy commissioner of labor is inspector general of the State. The State is divided into 2 factory inspection districts with a chief factory inspector under the commissioner of labor in charge of each.

## MINIMUM WAGE BOARDS.

**California.**—Industrial Welfare Commission (5 members):

Hon. Frank J. Murasky, judge of superior court, chairman.

Mrs. Katherine Philips Edson.

A. B. C. Dohrmann.

A. Bonnheim.

Walter G. Matthewson.

H. A. Scheel, secretary.

Address of commission: San Francisco.

**Colorado.**—State Wage Board (3 members):

W. H. Kistler, president.

Mrs. Martha Slothower.

Mary C. Porter.

Address of board: Capitol Building, Denver.

**Massachusetts.**—Minimum Wage Commission (3 commissioners):

Rev. Robert Bisbee, chairman.

Arthur N. Holcombe.

Mabel Gillespie.

Amy Hewes, secretary.

Address of commission: Rooms 720-721, New Albion Building, 1 Beacon Street, Boston.

**Minnesota.**—Minimum Wage Commission (3 members):

W. F. Houk, commissioner of labor, chairman.

A. H. Lindeke.

Eliza P. Evans, secretary.

Address of commission: St. Paul.

**Nebraska.**—Minimum Wage Commission:

Not yet appointed.

**Oregon.**—Industrial Welfare Commission (3 members):

Edwin V. O'Hara, chairman.

Bertha Moores.

Amedee M. Smith.

Miss Caroline J. Gleason, secretary.

Address of commission: 610 Commercial Block, Portland.

**Utah.**—No board. Commissioner of immigration, labor, and statistics charged with enforcement of law.**Washington.**—Industrial Welfare Commission (5 members):

Edw. W. Olson, commissioner of labor, chairman.

Mrs. Jackson Silbaugh, secretary.

M. H. Marvin.

Mrs. Florence H. Swanson.

Mrs. W. H. Udall.

Address of commission: Olympia.

**Wisconsin.**—Industrial Commission (3 commissioners):

C. H. Crownhart, chairman.

J. D. Beck.

Fred M. Wilcox.

P. J. Watrous, secretary.

Address of commission: Madison.

**WORKMEN'S COMPENSATION AND INSURANCE COMMISSIONS.****California.**—Industrial Accident Commission (3 commissioners):

A. J. Pillsbury, chairman, Piedmont.

Will J. French, San Francisco.

Harris Weinstock, San Francisco.

Ira B. Cross, secretary.

Address of commission: Underwood Building, 525 Market Street, San Francisco.

**Colorado.**—Industrial Commission:

Gov. George A. Carlson, chairman.

E. E. McLaughlin.

W. C. Williams.

F. P. Lennon.

John E. Ramer, secretary of state, secretary ex officio.

**Connecticut.**—Workmen's Compensation Commission (5 commissioners):

Talcott H. Russell, chairman, New Haven.

Edward T. Buckingham, secretary, Bridgeport.

George B. Chandler, 209 Pearl Street, Hartford.

Dr. James J. Donohue, Willimantic.

Frederic M. Williams, Waterbury.

**Illinois.**—Industrial Board (3 members):

J. B. Vaughn, chairman.

P. J. Angsten.

Robert Eadie.

W. V. Conley, secretary.

Address of board: 1003-1004 City Hall Square Building, Chicago.

**Iowa.**—Iowa Industrial Commission:

Warren Garst, commissioner.

Welker Given, secretary.

Address: Des Moines.

**Maryland.**—Workmen's Compensation Board:

John B. Hanna, chairman.

Charles D. Wagaman.

James Higgins.

Howard C. Hill, secretary.

Address: Baltimore.

**Massachusetts.**—Industrial Accident Board (5 members):

Frank J. Donahue, chairman.

Dudley M. Holman.

David T. Dickinson.

Thomas F. Boyle.

Joseph A. Parks.

Robert E. Grandfield, secretary and executive officer.

Address of board: New Albion Building, 1 Beacon Street, Boston.

**Michigan.**—Industrial Accident Board (3 members):

John E. Kinnane, chairman, Bay City.

J. A. Kennedy, Sault Ste. Marie.

Thos. B. Gloster, Detroit.

Gilbert N. Dickson, secretary.

Address of board: Oakland Building, Lansing.

**Montana.**—Industrial Accident Board:

William Keating.

W. J. Swindlehurst.

A. E. Spriggs.



**Nevada.**—Industrial Commission (5 members):

Tasker L. Oddie, governor, chairman.  
 Edward Ryan, State mine inspector.  
 George B. Thatcher, attorney general.  
 H. A. Lemmon.  
 William E. Wallace.  
 John J. Mullin, secretary.

Address of commission: Carson City.

**New Jersey.**—Employers' Liability Commission (6 members):

Wm. B. Dickson, president, Montclair.  
 Samuel Botterill, East Orange.  
 J. Wm. Clark, Newark.  
 John T. Cosgrove, Elizabeth.  
 Walter E. Edge, Atlantic City.  
 Edward K. Mills, Morristown.  
 Wm. E. Stubbs, secretary.

Address of commission: Trenton.

**New York.**—State Industrial Commission:

John Mitchell, chairman.  
 Jas. M. Lynch.  
 Wm. H. H. Rogers.  
 Louis Wiard.  
 Edward P. Lyons.

Address of commission: Capitol Building, Albany.

**Ohio.**—Industrial Commission (3 commissioners):

Wallace D. Yapple, chairman.  
 M. B. Hammond, vice chairman.  
 T. J. Duffy.  
 H. H. Hamm, secretary.

Address of commission: Columbus.

**Oregon.**—State Industrial Accident Commission (3 commissioners):

Harvey Beckwith, chairman.  
 Wm. A. Marshall.  
 C. D. Babcock.  
 F. W. Hinsdale, secretary.

Address of commission: Salem.

**Texas.**—Industrial Accident Board (3 members):

Joseph D. Sayers.  
 O. P. Pyle.  
 William J. Moran.  
 W. L. Hartung, secretary.

Address of board: Austin.

**Vermont.**—Industrial Accident Board:

Robert W. Simonds, chairman.  
 Sanford Daniels.  
 Fred T. Pease.

**Washington.**—Industrial Insurance Commission (3 commissioners):

Floyd L. Daggett, chairman.  
 Clarence Parker.  
 Ambrose B. Ernst.  
 P. Gilbert, secretary.

Address of commission: Olympia.

**West Virginia.**—Compensation Commissioner:

Lee Ott, commissioner.

C. L. Topping, secretary.

**Wisconsin.**—Industrial Commission (3 commissioners):

C. H. Crownhart, chairman.

J. D. Beck.

Fred M. Wilcox.

P. J. Watrous, secretary.

Address of commission: Madison.

**BUREAUS OF LABOR IN FOREIGN COUNTRIES.**

Country.	Name of bureau.	Chief official.	Location of bureau.	Title of publication.	Frequency of issue.
Argentina....	Departamento Nacional del Trabajo.	Presidente..	Buenos Aires.	Boletin del Departamento nacional del Trabajo.	Monthly.
Australia.....	Labor and Industrial Branch (Bureau of Census and Statistics, Department of Home Affairs).	Commonwealth Statistician.	Melbourne..	Labour Bulletin ..	Quarterly.
New South Wales.	Department of Labor and Industry.	Minister of Labor and Industry.	Sydney.....	New South Wales Industrial Gazette.	Monthly.
Queensland	Department of Labor.....	Director.....	Brisbane.....	.....	.....
Austria.....	K. K. Arbeitsstatistisches Amt im Handelsministerium.	Vorstand.....	Vienna.....	Soziale Rundschau	Do.
Belgium.....	Office du Travail (Ministère de l'Industrie et du Travail).	Directeur General.	Brussels....	Revue du Travail.	Do.
Canada.....	Department of Labor.....	Minister of Labor.	Ottawa.....	Labour Gazette...	Do.
Ontario ....	Bureau of Labor (Department of Public Works).	Secretary...	Toronto.....	.....	.....
Chile.....	Oficina de Estadística del Trabajo.	Jefe.....	Santiago.....	Boletin de la Oficina del Trabajo.	Do.
Denmark.....	Direktoratet for arbejds, og fabriktilsynet.	Direktor....	Copenhagen.	.....	.....
Finland.....	Industriстыrelsen (Kejsarliga Senaten).	.....do.....	Helsingfors.	Arbetsstatistisk Tidskrift.	Bimonthly.
France.....	Office du Travail (Ministère du Travail et de la Prévoyance Sociale).	Directeur....	Paris.....	Bulletin du Ministère du Travail et de la Prévoyance Sociale.	Monthly.
Germany.....	Abteilung für Arbeiterstatistik, Kaiserliches Statistisches Amt (Ministerium des Innern).	Präsident....	Berlin.....	Reichsarbeitsblatt	Do.
Great Britain.	Department of Labor Statistics (Board of Trade).	Director.....	London.....	Board of Trade Labour Gazette.	Do.
Greece.....	Division of Labor and Social Welfare (Department of Industry) (Tmema Ergasias Kai Koinonikes Pronoias—Upourgeo tes Ethnikes Oikonomias).	.....	Athens.....	.....	.....
Italy.....	Ufficio del Lavoro (Ministero di Agricoltura, Industria e Commercio).	Direttore Generale.	Rome.....	Bollettino dell' Ufficio del Lavoro.	Monthly, semi-monthly.
Mexico.....	Departamento del Trabajo	.....	Mexico City.	Boletin del Departamento del Trabajo.	Monthly.
Netherlands..	Directie van den Arbeid (Departement van Landbouw, Nijverheid en Handel).	Directeur Generaal.	The Hague..	Maandshrift van het Centraal Bureau voor de Statistiek.	Do.
New Zealand.	Department of Labor.....	Minister of Labor.	Wellington..	Journal of the Department of Labour.	Do.

*Bureaus of labor in foreign countries—Concluded.*

Country.	Name of bureau.	Chief official.	Location of bureau.	Title of publication.	Frequency of issue.
Norway.....	Socialavdelingen (Departementet for sociale saker, handel, industri og fiskeri).	Direktor....	Christiania..	Sociale Meddelelser	Bimonthly.
Peru.....	(1) Negociado del Trabajo.	Jefe.....	San Juan....	Boletin.....	Irregular. Do.
Porto Rico...	República do trabalho industrial (Direccao geral do comércio e industria)		Lisbon.....	Boletim do Trabalho Industrial.	
Portugal.....	Ministério do fomento.				
Roumania.....	(2) Division of Industry (Ministry of Commerce and Industry).	Director....	Petrograd..	Swoddi Otchetovi Fabrichiû Inspectorovi.	
Russia.....	Section for Industry, Trade, and Social Legislation (Ministry of Political Economy) (Ministar Narodne Privrede).		Sofia.....		
Servia.....					
South Africa..	(3) Instituto de Reformas Sociales.	Secretario General	Madrid.....	Boletin del Instituto de Reformas Sociales.	Monthly.
Spain.....	Direccion General de Comercio, Industria y Trabajo.	Director....	do.....	Boletin Oficial de Comercio, Industria y Trabajo.	Do.
Sweden.....	K. K. Socialstyrelsen.....	Direktor....	Stockholm..	Sociala Meddelanden.	Do.
Switzerland..	Secretariat Ouvrier Suisse (semiofficial).	Secrétaire...	Zurich.....		
Uruguay.....	Oficina del Trabajo (Ministero de Industrias, Trabajo e Instruccion Publica).		Montevideo.	Boletín de la Oficina del Trabajo.	Quarterly.
International.	International Labor Office.	Director....	Basel, Switzerland.	Bulletin.....	Irregular.

<sup>1</sup> Special labor division in the police department created in 1913 but its scope of investigation, etc., limited to the cities of Lima and Callao.

<sup>2</sup> A general ministry of commerce and industry.

<sup>3</sup> Only a public employment office (labor department) in the ministry of mines and industry.



U. S. DEPARTMENT OF LABOR  
BUREAU OF LABOR STATISTICS

ROYAL MEEKER, Commissioner

# MONTHLY REVIEW

OF THE

U. S. BUREAU OF LABOR STATISTICS

VOLUME I—AUGUST, 1915—NUMBER 2



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# MONTHLY REVIEW

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U. S. BUREAU OF LABOR STATISTICS

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AUGUST, 1915

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## EDITORIAL NOTE.

In order that the issues of the MONTHLY REVIEW may appear on or before the 1st of the month for which they are issued, this number is published earlier than was originally planned. This being the August issue, the September number will appear on or before September 1.

## MINIMUM-WAGE LEGISLATION, 1915.

So far as appears at the date of this publication the only new minimum-wage law enacted during the legislative sessions of 1915 is that of Arkansas. The Legislature of Nebraska made an appropriation (\$500) for the expenses of the minimum-wage commission of that State, thus making it possible for the first time for any action to be taken under the act of 1913. In Massachusetts the minimum-wage commission is authorized to require employers to post in their establishments such information or matter as the commission may indicate.

The Arkansas statute is in immediate effect from the date of its passage, and applies to females working in any manufacturing, mechanical, or mercantile establishment, laundry, or express or transportation company, restricting also the hours of labor in such places of employment to 9 per day and 54 per week.

The statute fixes a daily wage rate of not less than \$1.25 for all female workers of six months' experience, with a minimum of \$1 for inexperienced workers. Where there is a shorter workday than the maximum fixed by the act, the rate per hour shall be the same as for those working 9 hours per day. Piecework, bonus systems, etc., must secure to the worker a remuneration not less than that fixed by the act. If the commissioners find that in any line of industry payment by the piece is working an injury to the general health of the employees, they may, after hearing, order the abolition of piecework and the substitution of a daily rate of wages for all female employees.

If it be shown "beyond question of doubt" that the limitation of hours would "work irreparable injury" in such industries as can-

neries and candy factories, the commission may allow work in excess of 9 hours daily for not more than 90 days in any year, the wages for overtime to be at a rate of one and one-half times the regular rate.

If it appears that the rate fixed by the act is higher than necessary to properly support a female worker in any occupation, a lower rate may be fixed by the commission; while if the rate proves inadequate, a higher rate, such as is determined reasonable by the commission, may be established. A special provision relates to hotels, restaurants, and telephone offices, as to which rules and regulations may be prescribed by the commission not permitting more than 9 hours' work nor a lower rate of wages than will supply the cost of proper living and safeguard health and welfare, the rate of wages not to "be greater than the rate of wages specified" in the act. It should be kept in mind in this connection, however, that the commission is not fixing a maximum, but is simply precluded from fixing a higher minimum than that named in the act.

The law does not apply to cotton factories, to the gathering or preservation of fruits and perishable farm products, nor to establishments where fewer than three females are employed, nor to those "working three or less employees in the same building at the same time doing the same class of work."

Violations by employers and employees are punishable by fine of not less than \$25 nor more than \$100, each day of noncompliance to constitute a separate offense.

The commission to administer the act consists of the "commissioner of labor and statistics and two competent women, to be appointed, one by the governor and the other by the State commissioner of labor and statistics."

The law is unique in that it provides a statutory rate and also a commission with authority to fix rates. This puts the law into effect immediately without awaiting the action of the commission. Action to modify will apparently await the initiative of the parties in interest, though the act does not specify as to this. Findings are to be reached after public hearings in which all interested persons may present arguments. Questions as to the breadth of the exceptions necessarily arise, and especially as to the definition of the term "class of work" in the clause exempting establishments in which not more than three females are employed in the same building at the same time doing the same class of work. Doubtless this will be passed upon by the commission, however, rather than by the employer.

### IMMIGRATION IN 1915.

Data furnished by the Bureau of Immigration of the department show a marked decrease in the number of immigrants admitted to the United States during each of the months of the year 1915 as com-



pared with the numbers admitted for the same months of 1914. Preliminary figures for August show this decrease to continue. Thus from August 1 to 5 there arrived in 1913 at eastern ports 23,044 immigrants, as compared with 10,722 for the same period in 1911, a decrease of 53.5 per cent, while in 1915 for the same days there was a further decrease from the arrivals of 1914 of 66.7 per cent.

IMMIGRANT ALIENS ADMITTED TO AND DEPARTING FROM THE UNITED STATES  
DURING EACH OF THE MONTHS OF JANUARY TO JUNE, 1914 AND 1915.

ADMITTED.

Races.	January.		February.		March.		April.		May.		June.	
	1914	1915	1914	1915	1914	1915	1914	1915	1914	1915	1914	1915
African (black).....	212	113	217	89	385	159	1,302	256	1,356	817	1,000	487
Armenian.....	573	44	288	25	311	63	211	29	203	35	230	41
Bohemian and Moravian.....	409	42	327	70	590	81	846	102	958	111	590	77
Bulgarian, Servian, Montenegrin.....	767	153	481	82	1,391	316	3,222	248	1,591	266	798	258
Chinese.....	218	225	144	138	83	135	179	142	157	218	185	293
Croatian and Slovenian.....	545	37	604	51	1,035	53	1,784	107	2,423	99	1,465	78
Cuban.....	123	78	86	70	97	85	153	97	284	188	388	432
Dalmatian, Bosnian, Herzegovinian.....	42	5	72	5	300	2	544	8	441	8	200	4
Dutch and Flemish.....	401	422	617	553	1,436	499	1,878	605	1,282	626	784	288
East Indian.....	8	1	4	5	4	5	16	1	16	7	12	6
English.....	2,451	2,232	2,482	2,137	3,137	2,243	4,595	2,902	4,868	2,682	4,173	3,069
Finnish.....	548	114	568	155	533	250	865	238	1,033	418	882	368
French.....	902	681	660	695	1,158	820	1,761	1,114	1,643	1,139	1,170	889
German.....	2,914	1,068	3,384	860	6,405	928	7,751	1,176	7,982	1,168	5,816	1,034
Greek.....	1,351	915	3,174	313	7,131	1,488	9,798	989	4,636	2,460	3,040	998
Hebrew.....	8,270	753	7,733	641	8,735	733	5,820	585	8,304	766	10,113	811
Irish.....	787	867	839	923	1,363	1,097	4,280	2,075	5,732	2,050	2,586	2,648
Italian (north).....	2,016	734	1,302	657	4,070	670	4,864	1,087	4,672	1,046	1,733	485
Italian (south).....	6,837	2,994	6,672	2,448	22,980	3,118	30,717	5,480	22,477	4,886	9,012	2,358
Japanese.....	789	651	800	668	610	662	868	882	702	792	807	722
Korean.....	14	16	15	.....	14	5	8	7	8	3	18	8
Lithuanian.....	603	35	382	15	558	57	822	23	1,264	18	1,710	36
Magyar.....	1,777	44	2,996	38	5,748	30	6,286	33	5,165	40	3,002	44
Mexican.....	982	712	1,307	484	1,350	996	590	686	673	806	654	1,076
Pacific Islander.....	.....	.....	2	.....	.....	.....	.....	.....	2	.....	.....	.....
Polish.....	2,986	87	3,067	101	5,251	163	6,533	167	10,256	275	6,827	229
Portuguese.....	308	116	303	70	987	434	1,660	799	1,187	347	1,022	848
Roumanian.....	660	24	1,076	6	2,922	41	4,641	50	2,688	53	1,031	37
Russian.....	1,800	107	1,698	128	3,183	155	4,427	160	2,584	248	2,290	308
Ruthenian (Russniak).....	1,422	59	1,517	28	2,359	124	2,168	117	2,532	88	2,119	144
Scandinavian.....	777	666	1,213	1,107	3,533	1,885	4,855	2,236	3,718	2,006	2,789	1,875
Scotch.....	754	878	785	731	1,242	943	1,740	1,010	1,745	1,004	1,720	1,125
Slovak.....	888	25	986	25	1,849	6	2,141	27	2,520	18	1,483	12
Spanish.....	439	252	521	270	921	435	1,390	469	1,132	699	658	747
Spanish-American.....	68	100	42	56	67	173	151	157	191	213	186	199
Syrian.....	411	64	127	46	279	76	377	45	754	48	558	69
Turkish.....	339	7	83	21	101	7	101	7	103	28	54	21
Welsh.....	92	50	112	74	142	96	216	76	210	63	199	99
West Indian (except Cuban).....	55	29	52	30	38	55	89	60	163	64	120	115
Other peoples.....	170	81	137	56	323	175	236	280	143	264	244	230
Total.....	44,708	15,481	46,873	13,873	92,621	19,263	119,885	24,532	107,796	26,069	71,728	22,598
Per cent decline, 1915.....	.....	65.37	.....	70.40	.....	79.20	.....	79.54	.....	75.82	.....	68.49

DEPARTING.

African (black).....	101	82	77	70	106	69	150	111	183	231	225	243
Armenian.....	78	7	47	14	92	18	142	4	116	5	190	152
Bohemian and Moravian.....	100	4	46	3	39	1	85	3	105	8	174	4
Bulgarian, Servian, Montenegrin.....	1,120	426	305	181	215	145	384	104	258	73	526	59
Chinese.....	185	216	120	76	114	86	117	137	172	177	89	115
Croatian and Slovenian.....	1,951	8	928	6	704	7	1,395	9	1,162	8	2,203	8
Cuban.....	74	158	70	69	51	113	77	569	42	613	94	191
Dalmatian, Bosnian, Herzegovinian.....	89	.....	45	1	45	.....	53	.....	56	.....	91	.....

IMMIGRANT ALIENS ADMITTED TO AND DEPARTING FROM THE UNITED STATES  
DURING EACH OF THE MONTHS OF JANUARY TO JUNE, 1914 AND 1915—Concluded.

## DEPARTING—Concluded.

Races.	January.		February.		March.		April.		May.		June.	
	1914	1915	1914	1915	1914	1915	1914	1915	1914	1915	1914	1915
Dutch and Flemish.....	293	120	117	40	139	67	166	52	212	78	316	76
East Indian.....	15	7	3	4	4	9	3	8	3	.....	5	18
English.....	918	1,126	493	554	474	538	734	717	1,164	693	1,331	1,054
Finnish.....	233	33	136	39	90	55	182	25	232	65	537	79
French.....	249	241	124	125	98	173	187	216	213	237	452	300
German.....	987	108	704	43	671	71	1,158	64	1,027	62	1,705	72
Greek.....	1,007	783	616	356	623	555	1,029	558	519	500	1,207	519
Hebrew.....	576	24	469	32	412	39	715	19	669	39	1,073	57
Irish.....	340	151	132	120	164	142	257	194	405	158	776	236
Italian (north).....	1,474	679	924	238	669	350	1,087	417	934	427	1,371	236
Italian (south).....	9,870	10,209	3,618	2,813	2,077	2,388	3,034	2,165	3,974	2,012	6,276	3,570
Japanese.....	69	72	37	59	49	52	73	80	58	68	77	90
Korean.....	3	3	2	.....	4	1	6	1	4	4	5	6
Lithuanian.....	594	5	322	13	203	7	389	13	532	9	720	16
Magyar.....	1,931	6	1,041	16	922	17	1,434	19	1,149	33	1,919	12
Mexican.....	426	31	158	30	68	20	55	16	110	21	144	14
Pacific Islander.....	.....	.....	.....	.....	.....	.....	.....	.....	1	1	.....	.....
Polish.....	3,553	42	2,118	47	1,795	118	3,430	108	3,382	140	5,802	153
Portuguese.....	153	57	69	133	113	90	112	121	141	209	154	40
Roumanian.....	625	21	285	5	174	9	283	19	292	6	548	3
Russian.....	2,365	889	966	566	720	607	1,826	856	1,721	711	2,794	846
Ruthenian (Russniak).....	686	.....	352	.....	316	2	551	.....	422	1	762	.....
Scandinavian.....	676	182	269	96	264	159	437	191	702	259	1,200	353
Scotch.....	351	176	189	148	135	199	278	197	330	181	431	226
Slovak.....	1,336	2	906	.....	791	8	1,633	17	1,005	10	1,653	19
Spanish.....	312	221	143	124	127	773	222	375	246	296	425	381
Spanish-American.....	46	48	58	33	26	39	44	39	19	34	74	61
Syrian.....	85	9	40	16	46	9	92	13	119	14	123	6
Turkish.....	66	3	61	4	66	3	80	2	59	3	109	8
Welsh.....	45	11	9	13	15	17	24	24	47	25	52	33
West Indian (except Cuban).....	71	43	28	24	38	17	36	41	42	37	58	36
Other peoples.....	200	58	76	22	54	49	67	76	142	42	111	50
Not specified.....	983	977	971	953	787	733	774	751	1,615	1,257	2,611	1,488
Total.....	34,216	17,238	17,074	7,086	13,500	7,755	22,801	8,331	23,544	8,747	38,413	10,830

## AGREEMENT IN THE CLOAK, SUIT, AND SKIRT INDUSTRY OF NEW YORK CITY.

On August 5 a new agreement was entered into in the cloak, suit, and skirt industry of New York City by the Cloak, Suit, and Skirt Manufacturers' Protective Association, and the International Ladies' Garment Workers' Union, and the Joint Board of the Cloak and Skirt Makers' Union, replacing the protocol which was in effect in this industry in New York from September, 1910, to May, 1915. The new agreement is the result of the efforts of a council of conciliation, appointed by the mayor of New York City to endeavor to bring about a settlement of the differences which had arisen and thus avoid a serious strike. The council of conciliation consisted of Felix Adler, chairman, Charles L. Bernheimer, Louis D. Brandeis, Henry Bruere, George W. Kirchwey, and Walter C. Noyes.

The articles of settlement as laid down by the council provide for an agreement for two years, to be renewed for a like term at the expiration of two years unless either party shall give a two months' notice of a desire to abrogate the agreement. The union agrees that

there shall be no strike during the term of the agreement. The agreement, besides defining the right of discharge, established a minimum scale of wages, affirmed the right of the workers to organize, gave the employer the right to distribute work according to the condition of trade, the right to select his own employees, and the right to reorganize his shop when he thinks it necessary.

The following table shows the weekly wage scale won by the unions, compared with the former scale:

Occupations.	New rate.	Old rate.	Rate asked.
Cutters.....	\$27.00	\$25.00	\$30.00
Jacket under pressers.....	25.00	23.50	28.00
Reefer upper pressers.....	25.00	23.50	28.00
Skirt upper pressers.....	23.00	21.50	26.00
Skirt under pressers.....	18.00	16.50	20.00
Jacket under pressers.....	21.00	19.50	25.00
Reefer under pressers.....	21.00	19.50	25.00
Sample makers.....	23.00	22.00	25.00
Basters.....	15.00	14.00	16.00
Skirt finishers.....	11.00	10.00	12.00

The increases won by pieceworkers were: Operators granted wage of 70 cents an hour; they asked for 75 cents. Finishers granted 50 cents; they asked for 60 cents. Buttonhole makers granted 90 cents to \$1.30 a hundred; they asked for \$1 to \$1.40.

The report and recommendations of the council of conciliation, which were accepted without change by both parties, are as follows:

The council appointed by the mayor of the city of New York to assist the Cloak, Suit and Skirt Manufacturers' Protective Association and the International Ladies' Garment Workers' Union to reach an agreement on the matters at present in controversy between them, record on behalf of the general public their appreciation of the peaceful and progressive relations which have existed in the cloak-making industry during the past five years, a state of things due not only to the enlightened self-interest of the employers and wage earners, but also to the large social ideals which have animated both sides. If this fair prospect has for the moment been clouded, and these friendly relations have suffered a temporary interruption, it is the aim and the hope of this council to pave the way for their resumption, not only to prevent ground previously gained from being lost, but to bring about advances in new directions.

The council remind both sides of the very notable achievement already to their credit in the creation of the covenant known as the "protocol." And if this instrument has been found defective in certain particulars it should be modified, reconstructed, or some more suitable agreement put in its place. In the endeavor to work out the plan of a new compact of this sort, the council has laid down the following fundamental rule:

That the principle of industrial efficiency and that of respect for the essential human rights of the worker should always be applied jointly, priority being assigned to neither. Industrial efficiency may not be sacrificed to the interests of the workers, for how can it be to their interest to destroy the business on which they depend for a living, nor may efficiency be declared paramount to the human rights of the workers; for how in the long run can



the industrial efficiency of a country be maintained if the human values of its workers are diminished or destroyed. The delicate adjustment required to reconcile the two principles named must be made. Peace and progress depend upon complete loyalty in the effort to reconcile them.

We, therefore, find:

I. Under the present competitive system the principle of industrial efficiency requires that the employer shall be free and unhampered in the performance of the administrative functions which belong to him, and this must be taken to include:

(a) That he is entirely free to select his employees at his discretion.

(b) That he is free to discharge the incompetent, the insubordinate, the inefficient, those unsuited to the shop or those unfaithful to their obligations.

(c) That he is free in good faith to reorganize his shop whenever, in his judgment, the conditions of business should make it necessary for him to do so.

(d) That he is free to assign work requiring a superior or special kind of skill to those employees who possess the requisite skill.

(e) That while it is the dictate of common sense, as well as common humanity, in the slack season to distribute work as far as possible equally among wage earners of the same level and character of skill, this practice can not be held to imply the right to a permanent tenure of employment, either in a given shop or even in the industry as a whole. A clear distinction must be drawn between an ideal aim and a present right.

The constant fluctuations—the alternate expansions and contractions to which the cloak-making industry is so peculiarly subject, and its highly competitive character, enforce this distinction. But an ideal aim is not therefore to be stigmatized as utopian, nor does it exclude substantial approximations to it in the near future. Such approximations are within the scope of achievement, by means of earnest efforts to regularize employment and by such increase of wages as will secure an average adequate for the maintenance of a decent standard of living throughout the year. The attempt, however, to impose the ideal of a permanent tenure of employment upon the cloak-making industry in its present transitional stage is impracticable, calculated to produce needless irritation and injurious to all concerned.

II. In accordance with the rule above laid down that the principle of efficiency and that of respect for the human rights of the workers must be held jointly and inseparably, we lay down—

(a) That the workers have an inalienable right to associate and organize themselves for the purpose of maintaining the highest feasible standard as to wages, hours, and conditions, and of still further raising the standards already reached.

(b) That no employee shall be discharged or discriminated against on the ground that he is participating directly or indirectly in union activities.

(c) That the employees shall be duly safeguarded against oppressive exercise by the employer of his functions in connection with discharge and in all other dealings with the workers. It is to be carefully noted that the phrase “oppressive exercise of functions” need not imply a reflection on the character and intentions of the high-minded employer.

An action may be oppressive in fact, even though inspired by the most benevolent purpose. This has been amply demonstrated by experience. No human being is wise enough to be able to trust his sole judgment in decisions that affect the welfare of others; he needs to be protected, and if he is truly wise will welcome protection against the errors to which he is liable in common with his kind, as well as against the inspirations of passion or selfishness.

For this reason a tribunal of some kind is necessary, in case either of the parties to this covenant believes itself to be unjustly aggrieved. And because the construction of such a tribunal is a delicate and difficult task, demanding the greatest care, lest on one hand the movements of industry be clogged by excessive litigation, and lest on the other hand the door of redress be closed against even the most real and justified complaint, therefore,

III. In accordance with these general principles the council propose that an agreement be entered into by the Cloak, Suit and Skirt Manufacturers' Protective Association, and the International Ladies' Garment Workers' Union and the joint board of cloak and skirt makers' unions embodying these principles and providing the following:

(a) Every complaint from either organization to the other shall be in writing, and shall specify the facts which, in the opinion of the complaining organization, constitute the alleged grievance, and warrant its presentation by one organization to the other. Such complaints shall be investigated in the first instance by the representatives of the two associations, chosen for the purpose, it being impressed upon them that they use and exhaust every legitimate effort to bring about an adjustment in an informal manner. In case, however, an adjustment by them be not reached, the matters in dispute shall be referred for final decision to a

(b) Trial board of three, consisting of one employer, one worker, and one impartial person, the latter to be selected by both organizations, to serve at joint expense and to be a standing member in all cases brought before the board. The remaining two members shall be selected as follows:

The association and the union shall each make up a list of ten persons, to be approved by the other. From these two lists, as each case arises, each party shall select one person.

IV. The articles of the protocol numbered first, second, third, fourth, fifth, sixth, seventh, eighth, ninth, tenth, eleventh, twelfth, thirteenth, fourteenth, and fifteenth are hereby incorporated in this agreement, except as herein expressly revised and except as hereafter modified after the recommendations of the council.

#### Sections 1 to 15 of Protocol.

First. So far as practicable, and by December 31, 1910, electric power be installed for the operation of machines, and that no charge for power be made against any of the employees of the manufacturers.

Second. No charge shall be made against any employee of the manufacturers for material except in the event of the negligence or wrongful act of the employee resulting in loss or injury to the employer.

Third. A uniform deposit system, with uniform deposit receipts, shall be adopted by the manufacturers, and the manufacturers will adopt rules and regulations for enforcing the prompt return of all deposits to employees entitled thereto. The amount of deposit shall be \$1.

Fourth. No work shall be given to or taken to employees to be performed at their homes.

Fifth. In the future there shall be no time contracts with individual shop employees, except foremen, designers, and pattern graders.

Sixth. The manufacturers will discipline any member thereof proven guilty of unfair discrimination among his employees.

Seventh. Employees shall not be required to work during the ten legal holidays as established by the laws of the State of New York; and no employee shall be permitted to work more than six days in each week, those observing

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Saturday to be permitted to work Sunday in lieu thereof; all week workers to receive pay for legal holidays.

Eighth. The manufacturers will establish a regular weekly pay day and they will pay for labor in cash, and each pieceworker will be paid for all work delivered as soon as his work is inspected and approved, which shall be within a reasonable time.

Ninth. All subcontracting within shops shall be abolished.

### Section 10 as Modified.

Tenth. The following schedule of the standard minimum weekly scale of wages shall be observed:

Machine cutters	-----	\$27. 50
Regular cutters	-----	27. 50
Canvas cutters	-----	13. 00
Skirt cutters	-----	23. 50
Jacket pressers	-----	25. 00
Underpressers	-----	18. 00
Skirt pressers	-----	23. 00
Skirt underpressers	-----	18. 00
Part pressers	-----	15. 50
Reefer pressers	----- { Subject to investigation. }	18. 00
Reefer underpressers	----- { See section 6 of report. }	14. 00
Sample makers	-----	22. 00
Sample skirt makers	-----	22. 00
Skirt basters	-----	15. 00
Skirt finishers	-----	11. 00
Buttonhole makers, class A, a minimum of \$1.30 per 100		
buttonholes. Class B, a minimum of 90 cents per 100 but-		
tonholes.		

As to piecework, the price to be paid is to be agreed upon by a committee of the employees in each shop and their employer. The chairman of said price committee of the employees shall act as the representative of the employees in their dealings with the employer.

The weekly hours of labor shall consist of 50 hours in 6 working days, to wit, 9 hours on all days except the sixth day, which shall consist of 5 hours only.

Eleventh. No overtime work shall be permitted between the 15th day of November and the 15th day of January or during the months of June and July, except upon samples.

Twelfth. No overtime work shall be permitted on Saturdays except to workers not working on Saturdays, nor on any day for more than two and one-half hours, nor before 8 a. m. nor after 8.30 p. m.

Thirteenth. For overtime work all week workers shall receive double the usual pay.

Fourteenth. Each member of the manufacturers is to maintain a union shop, a "union shop" being understood to refer to a shop where union standards as to working conditions, hours of labor, and rates of wages as herein stipulated prevail, and where, when hiring help, union men are preferred, it being recognized that, since there are differences in degrees of skill among those employed in the trade, employers shall have freedom of selection as between one union man and another, and shall not be confined to any list, nor bound to follow any prescribed order whatever.



It is further understood that all existing agreements and obligations of the employer, including those to present employees, shall be respected; the manufacturers, however, declare their belief in the union, and that all who desire its benefits should share in its burdens.

Fifteenth. The parties hereby establish a joint board of sanitary control, to consist of seven members, composed of two nominees of the manufacturers, two nominees of the unions, and three who are to represent the public, the latter to be named by Meyer London, esq., and Julius Henry Cohen, esq., and in the event of their inability to agree, by Louis Marshall, esq.

#### Council to Continue Its Investigations.

V. This council has been requested by the mayor to continue as a commission to investigate thoroughly the fundamental problems of regularization, standards of wages, and enforcement of standards throughout the industry, of trade education, and a more thorough organization of the industry, and on the basis of such investigation it shall submit a constructive policy to both organizations.

#### VI. Wages.

1. As a temporary arrangement until a maturer study of the industry shall lead to a final adjustment, the standard observed for pieceworkers in fixing piecework rates shall be at the rate of 70 cents an hour for each hour of continuous work for operators and piece tailors, and 50 cents an hour for each hour of continuous work for finishers, taking the worker of average skill as the basis of computation, and making no allowance for idleness.

Piece prices shall be settled between the employer and a price committee. If the parties can not agree, they shall call in price adjusters furnished by both sides.

Wages for week workers shall be as follows:

For cutters.....	\$27.50
For skirt cutters.....	23.50
For jacket upper pressers.....	25.00
Skirt upper pressers.....	23.00
Skirt under pressers.....	18.00
Jacket under pressers.....	21.00
Sample tailors.....	23.00
Skirt basters.....	15.00
Part pressers.....	15.50
Canvas cutters.....	13.00

Skirt finishers, \$11, provided each department be permitted to have one learner to six finishers.

Reefer pressers and under pressers to be paid as other pressers providing the unions prove their contention that such wages have been paid outside of the association houses.

Piece prices for buttonhole makers: Class A, \$1.30 per hundred buttonholes; class B, 90 cents per hundred.

#### VII. For determination by arbitration.

That the following questions shall be submitted to the arbitration of this council, their decision to be rendered within 30 days, and to be accepted as final and binding:

(a) Whether the pressers and pieceworkers shall during eight weeks in each season be permitted to work overtime on Saturdays until 4 o'clock.

(b) What legal holidays shall be observed in the cloak, suit, and skirt industry, and under what conditions they shall be observed.

VIII. It is distinctly understood that there shall be no shop strike nor general strike, nor individual nor general lockout during the term of this agreement.

IX. The union and the association, with the assistance of the council, will, as soon as practicable, create a joint board of supervision and enforcement of standards throughout the industry.

X. Since the council will continue in existence for study and constructive recommendations, it will be available whenever the parties desire to consult with it, and if either organization feels aggrieved against the other such organization may address the council upon the subject, and the council will do the best it can to assist.

Finally, since peace in industry, as in families and among States, is the offspring of good will, and since no peace can be sound or enduring that is not based on this indispensable prerequisite, it is agreed that the leaders on both sides shall exert their utmost endeavors to create a spirit of mutual good will among the members of their respective organizations, such good will taking the specific form of a disposition to recognize the inherent difficulties which each side has to meet—a spirit of large patience under strain, and withal, a belief in the better elements which exist in human nature, be it among employers or wage earners, and the faith that an appeal to these elements will always produce beneficent results. These recommendations, when accepted by both parties, shall constitute the agreement between them.

This agreement to enter into force on the date hereof and to continue for the period of two years, and thereafter for like periods of two years, unless terminated by either party on two months' notice.

Any modification of the terms of the agreement, requested by either party, shall be presented to the other at least two months before the termination of any period.

## COMPULSORY ARBITRATION IN DENMARK.

Denmark stands alone among European countries as having a limited compulsory arbitration law, recognizing about the same principles of State interference in the settlement of labor disputes as do the arbitration laws of Australia. The permanent arbitration court was established by the law of April 12, 1910. It consists of 12 members (6 associates and their alternates), a president, a vice president, and a secretary. Three associates and their alternates are elected annually by the Association of Danish Employers and Masters (*Dansk Arbejdsgiver-og Mesterforening*); the other three and their alternates are chosen by the Danish Federation of Labor (*De Samvirkende Fagforbund*), as long as these organizations represent the majority of employers and workmen on either side, and when they cease to do so, steps are to be taken for a change in the law. The associate justices select a president and vice president, while the Minister of the Interior appoints the secretary.

The court may be cited by either of the above organizations in the cases following: (1) When an employers' association acts in violation of an agreement with the labor organization; (2) when by one or more members of an employers' association an act is committed which violates an agreement entered into by the association

whereby the rights of the workmen's association or of any of its members are infringed; (3) or, conversely, when a labor organization or any of its members violate an agreement entered into with an employers' association; (4) when a contract between a single firm and a labor organization has been violated by either party; (5) when an employers' association or any of its members give notice to a trade-union or its members of an intended lockout, and the trade-union claims such lockout is a violation of contract; (6) likewise when the legality of a proposed strike is at issue, and (7) when other disputes between an employers' organization and a workmen's organization or disputes between firms and individuals arise, provided the parties agree on such reference, either in general cases or in the specific one at issue.

Fines may be imposed on any parties who violate the terms of a trade agreement, who refuse to comply with an arbitration award, or who refuse to refer a case to arbitration when such reference has been previously agreed upon.

The records and proceedings of the court conform to those of the other courts of the country. Witnesses may be summoned who are bound to appear and to testify under oath. The judgments of the court are enforceable like those of any other court.

Since the organization of the court, in 1910, 136 cases have been decided by it. During the two years 1913 and 1914, 48 cases (24 in each year) were referred to the court for decision. As reported in a recent issue of the British Board of Trade Labor Gazette (July, 1915, p. 240), during these same years 31 proceedings were begun by employers' associations or individual employers and 17 by trade-unions. Eight cases were settled by the parties before final proceedings were had, 4 were dropped, and 1 was postponed.

During the same two years the largest number of disputes occurred in the building trades, where 22 cases were represented; transportation and the woodworking trades came next, with 7 and 5 cases each.

The question at issue in 20 cases turned upon the matter of strikes and lockouts; interpretation of agreements or awards in 17 cases; alleged boycotts, 5; working conditions, 2; wages, 1; blacklisting or dismissal, 1; employment of nonunionists and noncompliance with the award of the court, 1.

Fines were imposed during 1913 and 1914 in 15 cases amounting to approximately \$1,207. The total costs involved in the settlement of the 48 cases during the same two years amounted to \$1,217, of which \$282 were assessed upon employers alone, \$662 upon trade-unions alone, \$229 upon both employers and trade-unions in equal amounts, while \$44 were assessed upon both parties unequally.



## EMPLOYMENT IN VARIOUS COUNTRIES.

GERMANY, MAY, 1915.<sup>1</sup>

The journal of the imperial labor office reports for May on the condition of the labor market as follows:

For the majority of industries business conditions were entirely satisfactory during May. This is especially applicable to establishments which directly or indirectly were engaged in the manufacture of war materials. Several of these establishments were compelled to strain all their forces to fill these orders; they had to work overtime, and operated with two and three shifts. Generally speaking, no essential change has taken place as compared with the preceding month; it is, however, a noteworthy fact that throughout the Empire unemployment among female workers has considerably decreased.

According to reports from individual concerns and from manufacturers' associations the favorable business conditions in the mining industry have remained unchanged. In the iron and machine industry business was as brisk as during the preceding month; the same may be said of the electrical industry, in so far as it is engaged in the manufacture of war materials, for which large orders have been placed. Conditions were equally satisfactory in the textile industry, with the exception of certain special branches, such as the silk industry. Conditions in several other industries, such as the chemical and woodworking industries, were less favorable. Among the industries which report prosperous conditions should be mentioned several branches of the food-products industry, as, for instance, beer brewing and cigar manufacture. In the building trades, conditions in which were unsatisfactory even before the outbreak of the war, and were made worse by its occurrence, some improvement was reported in certain cities during the current month, due to increased public building activity; this improvement is indicated in the increased number employed in that trade.

## RETURNS FROM EMPLOYERS.

Returns from 334 employers of labor showed 283,976 workmen employed, as compared with 345,735 during the corresponding month of 1914, being a decrease of 17.86 per cent. This decrease is explained as due to the withdrawal of men to the army.

The relative decrease in numbers employed in different industries in May, 1915, as compared with May, 1914, was as follows:

	Per cent.
Mining and smelting.....	18. 83
Iron and steel, and metal industry.....	22. 38
Machine industry.....	9. 06
Electrical industry.....	22. 50
Chemical industry.....	29. 54
Textile industry.....	2. 58
Woodworking and carving.....	38. 67
Food products.....	<sup>2</sup> 1. 56
Clothing industry.....	14. 86
Glass and porcelain industry.....	39. 00
Paper-making and printing industry.....	32. 07
Miscellaneous, including building materials and navigation...	52. 12

<sup>1</sup> Reichsarbeitsblatt, Hrsg. von. K. Statistischen Amte, Abteilung für Arbeiterstatistik. Berlin, June, 1915.

<sup>2</sup> Increase.

## RETURNS FROM SICKNESS INSURANCE SOCIETIES.

Monthly returns of the membership of local sick relief funds are obtained by the imperial office of labor statistics. These returns are in a way a measure of the amount of employment existing in any month, as the sickness insurance law requires practically all wage earners to enroll on a sick register, exempting them only if out of employment. Returns of the sick funds show that the male membership, compared with last month, has decreased 1.41 per cent, while the female membership has increased 0.92 per cent; the total number of employed members of both sexes decreased by 36,341, or 0.44 per cent. This small decrease was due largely to the calling in of the last reserve (*Landsturm*) of the army.

## RETURNS FROM TRADE-UNIONS.

Thirty-five trade-unions sent in returns as to the ratio of unemployment among their members on May 31. These had a membership of 1,097,279, although the information compiled pertained to only 1,033,475. Since the outbreak of the war the ratio of the unemployed to total membership reported stands thus:

	Per cent.
August, 1914 .....	22.4
September, 1914 .....	15.7
October, 1914 .....	10.9
November, 1914 .....	8.2
December, 1914 .....	7.2
January, 1915 .....	6.5
February, 1915 .....	5.1
March, 1915 .....	3.3
April, 1915 .....	2.9
May, 1915 .....	2.9

The percentage of unemployed in the six largest Social-Democratic trade-unions appears as follows:

PER CENT UNEMPLOYED AT END OF EACH MONTH IN THE SIX LEADING SOCIAL-DEMOCRATIC TRADE-UNIONS IN GERMANY, AUGUST, 1914, AND JANUARY TO MAY, 1915.

Trade-unions.	Member- ship May 31, 1915.	1914	1915				
		Aug.	Jan.	Feb.	Mar.	Apr.	May.
Metal workers.....	287,640	21.5	3.0	2.3	1.8	1.7	1.5
Factory workers.....	108,289	16.3	4.8	3.9	2.5	1.5	1.1
Building trades.....	108,169	16.4	13.9	11.5	7.3	2.8	2.3
Transportation workers.....	97,971	10.8	3.9	2.9	1.4	1.3	1.3
Woodworkers.....	92,472	33.0	13.4	9.6	6.5	5.6	4.8
Textile workers.....	83,406	28.2	5.3	5.1	4.1	4.8	5.5

## RETURNS FROM LABOR EXCHANGES.

Of the 1,130 exchanges in Germany regularly in touch with the labor office, reports as to adjustments in employment were received from 896 exchanges. Compared with reports from the same exchanges for the corresponding month (May) of the preceding year, there was a decline in the number of applicants for positions of 181,000 in round numbers. For every 100 situations registered as vacant, the number of applicants during each of the indicated months stood as follows:

	Males.	Females.
May, 1914.....	172	109
April, 1915.....	100	165
May, 1915.....	99	153

GREAT BRITAIN, JUNE, 1915.<sup>1</sup>

Conditions in the labor market in Great Britain are the subject of monthly reports by the board of trade in its Labor Gazette. An active demand for labor in June is reported in many industries. The increased substitution of female for male labor continues. There are fewer persons employed in the textile, glass, pottery, and brick trades, but the earnings of the employees are higher than a year ago.

Besides the reports furnished by the board of trade, the reports of the number registered for benefits in the unemployment funds, reports from employers, and reports from labor exchanges show the approximate state of employment. The following tables are selected from the usual statistics compiled monthly from the January to the June issue of the Labor Gazette for 1914 and 1915.

## UNEMPLOYMENT IN TRADE-UNIONS.

Reports as to unemployment during the month of June, 1915, were received from trade-unions having an aggregate net membership of 921,825, of which number 8,945 (or 1 per cent) were unemployed.

The following comparative table for the years 1914 and 1915 is presented:

<sup>1</sup> British Board of Trade Labor Gazette, July, 1915.



PER CENT OF UNEMPLOYMENT IN CERTAIN TRADE-UNIONS IN EACH MONTH  
FROM JANUARY TO JUNE, INCLUSIVE, 1914 AND 1915.

[Source: Board of Trade Labor Gazette, London.]

Unions.	January.		February.		March.		April.		May.		June.	
	1914	1915	1914	1915	1914	1915	1914	1915	1914	1915	1914	1915
Building <sup>1</sup> .....	6.3	2.2	5.9	2.6	5.1	2.7	3.4	2.8	2.7	3.2	2.9	2.7
Coal mining.....	.6	.9	.5	.9	.5	.3	.5	.2	.5	.1	.5	.1
Iron and steel.....	3.7	2.1	4.0	2.2	2.9	1.6	4.8	2.2	5.4	1.9	5.5	1.4
Engineering.....	2.4	1.0	2.4	.7	2.4	.6	2.5	.5	2.7	.6	3.0	.6
Shipbuilding.....	2.8	.7	2.2	.8	1.9	.6	2.4	.6	3.9	.5	4.4	.4
Miscellaneous metal.....	1.7	1.1	1.6	.8	1.6	.6	1.5	.4	1.3	.4	1.5	.3
Textiles:												
Cotton.....	2.0	3.0	2.1	2.2	2.3	2.5	2.0	2.5	2.1	2.7	2.2	1.6
Woolen and worsted.....	3.8	1.7	2.5	.9	2.6	.7	2.7	1.1	2.6	2.8	5.1	1.1
Other.....	1.8	3.9	1.7	2.2	1.6	1.1	1.4	.9	1.8	.8	1.2	.7
Printing, bookbinding, pa- per.....	3.7	5.0	3.1	4.2	2.8	3.7	3.1	3.4	3.2	3.6	3.2	2.4
Furniture.....	3.4	{ 7.4	2.6	{ 6.5	1.7	{ 4.6	1.7	{ 3.9	1.7	{ 3.0	2.0	{ 3.0
Woodworking.....		{ 1.9		{ 1.6		{ 1.1		{ 1.0		{ .8		{ .8
Clothing.....	2.4	.7	2.2	.7	2.2	.5	2.1	.3	1.6	.3	1.7	.2
Leather.....	6.7	1.8	6.0	1.3	7.0	1.3	6.7	.7	5.0	.8	4.7	.4
Glass.....	.5	1.8	.5	2.0	.4	2.3	.5	2.2	1.1	2.3	.5	2.5
Pottery.....	.8	1.3	.6	.5	.7	.5	.9	.2	.7	.1	.8	.2
Tobacco.....	2.3	4.9	2.9	3.7	3.6	3.6	4.0	2.8	4.1	2.4	3.6	3.0
Total.....	2.6	1.9	2.3	1.6	2.2	1.3	2.1	1.2	2.3	1.2	2.4	1.0

<sup>1</sup> Returns relate mainly to carpenters and plumbers.

## UNEMPLOYMENT AMONG INSURED PERSONS.

The percentage of insured persons under the Unemployment Insurance Act of 1911 reported unemployed at the close of June, 1915, was 0.9 per cent compared with 3.5 per cent at the close of the same month in 1914. These returns were based on reports from 2,077,725 insured persons exclusive of those serving in the military forces.

The table which follows shows the percentage of unemployment among insured persons at the close of each of the months, January to June, 1915, compared with the corresponding per cent for the same months in the year preceding.

PER CENT OF UNEMPLOYMENT IN THE INSURED TRADES AT THE END OF EACH  
MONTH, JANUARY TO JUNE, 1914 AND 1915.

[Source: Board of Trade Labor Gazette, London, 1914-15.]

Industry.	January.		February.		March.		April.		May.		June.	
	1914	1915	1914	1915	1914	1915	1914	1915	1914	1915	1914	1915
Building.....	8.6	4.5	6.3	3.5	4.6	2.2	3.8	1.7	3.5	1.4	3.8	1.4
Engineering and iron found- ing.....	3.1	1.0	3.2	.9	3.0	.7	3.1	.7	3.1	.5	3.3	.5
Shipbuilding.....	4.0	1.2	3.7	1.1	3.5	.9	3.2	.9	4.0	.7	4.1	.7
Vehicle construction.....	2.8	1.8	2.6	1.4	2.5	1.0	2.5	.8	2.4	.5	2.6	.5
Sawmilling.....	4.0	1.4	4.0	1.5	3.5	1.4	3.8	1.4	3.7	1.2	3.6	.9
Not specified.....	2.0	.9	2.0	.7	1.7	.6	1.9	.4	1.6	.4	1.6	.3
Total.....	5.5	2.6	4.4	2.0	3.6	1.4	3.3	1.1	3.2	.9	3.5	.9

## REPORTS FROM LABOR EXCHANGES.

Reports were received showing the operations of 402 exchanges during the four weeks ending June 11, 1915. The following table shows the aggregate applications for positions, vacancies reported and vacancies filled during the same period, as compared with a similar four-week period ending May 14 next preceding.

OPERATIONS OF THE LABOR EXCHANGES, MAY AND JUNE, 1915.

	Four weeks ending—	
	May 14, 1915.	June 11, 1915.
Number of registrations for work.....	231,502	225,749
Number of vacancies reported.....	144,219	135,327
Number of vacancies filled.....	100,065	95,580
Applications per 100 vacancies filled.....	231.4	236.2
Vacancies reported per 100 positions filled.....	144.1	141.6

SWISS FACTORY LAW.<sup>1</sup>

The former Swiss factory act of 1877, amended 1905, has been recently repealed and superseded by a new act which is in reality in the nature of an industrial code, including as it does regulations defining and limiting the contract of employment, provisions concerning the payment of wages, apprenticeship, hygiene and safety, hours of labor, employment of women and children, and the settlement of labor disputes.

## HEALTH AND SAFETY OF EMPLOYEES.

The provisions of the law under this head are very general. The Federal Government merely prescribes that workrooms, machinery, and tools shall be so maintained as to secure healthful and safe conditions of work for the employees; and to secure these ends factory rules and regulations may be enforced by the cantonal governments. In the drafting of factory rules hearing must be granted to the workmen, and the period of stay for holding such hearings before enforcement of the rules must be at least two weeks, though not in excess of eight weeks. These rules and regulations must then be notified to the local authorities for sanction, and then properly posted in the workroom; thereafter these rules become a part of the contract of employment.

## PAYMENT OF WAGES.

Wages are required to be paid every two weeks, or some shorter interval, on a regular workday, at the place of work, and in specie.

<sup>1</sup> Bundesgesetz betreffend die Arbeit in den Fabriken. Vom. 18. Juni 1914. (Eidgenössische Gesetzsammlung. No. 52, 1914.)

Deductions for defective work or spoiled material are permitted, though not in excess of the actual cost thereof. The proceedings in the ordinary tribunals for the settlement of disputes involving the wage contract are free of cost.

### HOURS OF LABOR.

The new law reduces the length of the working-day in factories and workshops from 11 to 10 hours; the limit of 9 hours on Saturday and on days before holidays is retained. These restrictions apply to all employees irrespective of sex or age. Nor may this provision of the law be evaded by giving out work to be done at home, or by doing voluntary work in the factories after the prescribed hours.

Under certain exceptions the workday may be extended, but not as a rule in excess of 2 hours a day, nor for more than 80 days in a year. For such overtime work the employer must pay time and one-quarter.

### NIGHT WORK AND SUNDAY WORK.

Night work and Sunday work is generally prohibited, although it is allowed exceptionally, but under stricter control than formerly; thus night work and Sunday work is restricted to 10 hours in every 24, and special authorization must be obtained to permit such work; furthermore, the Federal Council must designate those industries in which permanent night work and Sunday work is deemed absolutely necessary. In establishments so designated a weekly rest day must be granted to the workmen, including every alternate Sunday; and night shifts must alternate with day shifts every 14 days at least.

### EMPLOYMENT OF WOMEN.

The provision of the former law is followed prohibiting night-work and Sunday labor to women, while the Federal Council may prescribe those industries where all employment of women is prohibited. Henceforth women must be granted a night's rest of at least 11 consecutive hours, including the period from 10 p. m. to 5 a. m. This period, however, may be exceptionally reduced to 10 hours, but not generally for more than 60 days in the year; yet, when the working of perishable materials is involved, the exception may be extended for 140 days in the year. The new law provides for the exclusion of women from work in factories for 6 weeks following confinement, which period may, however, be extended to 8 weeks.



### EMPLOYMENT OF CHILDREN.

The minimum age of employment of 14 years is retained in the new law. A new provision is added requiring that children under 16 years shall not be employed where the normal hours of labor are exceeded, while the Federal Council may further designate occupations at which young persons under 16 may not be employed at all. For children under 16 who are still attending to their religious instruction and schooling, the daily hours of such attendance, together with their hours of labor in the factory, must not exceed the prescribed maximum of 10 hours.

### CONCILIATION BOARDS.

For the friendly settlement of disputes, without waiving the rights of the employer and employee to establish voluntary boards, the new law provides for the appointment of permanent cantonal conciliation boards. These boards may intervene in a dispute either on their own initiative, or on the request either of the parties concerned or of the local authorities. The boards have the right to compel the attendance of witnesses and to conduct investigations under oath. These conciliation boards are established for settling disputes only in private industries, while a special permanent committee entitled "the Government workshops committee" is appointed to inquire into the claims of labor in Government workshops and departments. The functions of this last-named committee are purely advisory, the power of action lying wholly with the Federal Council. The Government workshops committee has, however, no authority in connection with the Federal railroad system. These conciliation boards and the permanent Government committee recognize in their membership the principle of the dual representation of the employer and employee.

### ADMINISTRATION.

The immediate administration of the law is decentralized and rests with the cantonal governments, but is subject to general supervision by the Federal Council and the Federal board of inspectors. The Federal Council may appoint functional inspectors for special industries or kinds of inspection. There is created an advisory council consisting of specialists and of representatives of the employers and employees, in equal number, to advise the Federal Council in the drafting of rules and regulations for the enforcement of the law.

Contraventions of the law are punishable by fines ranging from 5 to 50 francs (96.5 cents to \$9.65) for ordinary infractions up to as high as 500 francs (\$96.50) with three months' imprisonment in aggravated cases.

## PROTECTION OF WORKMEN IN FINLAND.<sup>1</sup>

The Finnish Diet passed a general law for the protection of factory workmen on April 4, 1914,<sup>2</sup> which almost entirely repeals the former law of April 15, 1889, the scope of which was limited practically to the prevention of accidents. The law goes into effect January 1, 1916.

The new law is broad in its scope and is applicable to a large group of industries where there are employed others than the members of the family of the employer. Four groups of industrial undertakings are included:

(1) Factories and handworking trades, regardless of location, whether in city or country districts.

(2) Building operations on a larger scale (i. e., of churches, factories, etc., and dwelling houses of over one story).

(3) Building work in connection with railroads, street railways, canals, harbors, and bridges of and over a certain size.

(4) Agricultural work where machines driven by natural power are used. The law is made applicable to Government and municipal work, which would otherwise be within the scope of the law.

The law contains the usual provisions providing for adequate ventilation, lighting, and heating of work places; the providing of fire escapes, guards upon all dangerous machinery, the use of belt shifters, etc. Each workman is to be provided with at least 10 cubic meters (353.14 cubic feet) of air space while at work, but factories have two years in which to comply with this provision.

Among the new provisions in the law not found in the former legislation is one which provides that the labor inspector may require suitable rooms for workmen where they may take their meals, and may require the installation of lavatories, etc. Lunch rooms, wherever established, must be maintained at a suitable temperature, as well as being kept well ventilated and clean.

The law is drawn in somewhat general terms and provides (section 17) that the Imperial Senate shall draw up a list of industries and trades considered especially dangerous, and shall issue special regulations for such industries and trades; it may also make rules defining the application of the law to the various classes of industry, so as to provide for the proper protection of employees. This section is apparently somewhat broad in its provision, but it is nevertheless questionable whether it permits the Imperial Senate to regulate, for instance, the hours of labor of adults and children, or in

<sup>1</sup> Arbetsstatistik Tidskrift, utgifven af Industristyrelsen i Finland. Helsingfors, 1915, No. 2, pp. 83-92.

<sup>2</sup> Nädlig Förordning angående Skydd mot Yrkesfara.

any other way to define the condition under which women and children may be employed.

Infractions of the law are punishable by fines. No minimum is set, but a maximum of 2,000 marks (\$386) is fixed. This is perhaps a defect in the law, inasmuch as the courts might very probably, if so inclined, impose only nominal fines. There is, perhaps, another loophole in the law, contained in a provision which would seem to shift blame from the employer to his agent, the provision reading as follows: "Should any representative of an employer be guilty of such a contravention without any fault attaching to the employer himself, the representative of the employer alone shall be punished."

It has been estimated that the number of establishments subject to inspection under the new law as compared with the act of 1889 will increase from approximately 13,000 to 15,000.<sup>1</sup> Mr. G. R. Snellman, the director of what is practically equivalent to an office or bureau of labor, is responsible for this estimate, and is of the opinion that it will be necessary to increase the present inspectorial force from 2 to 8, to provide for the additional supervision which will be required under this new law.

## INDUSTRIAL HYGIENE.

To those who are interested in industrial hygiene, the subject of a new series of monographs by the Institute of Industrial Hygiene in Frankfort (*Institut für Gewerbehygiene*) may be informative.<sup>2</sup>

The first monograph<sup>3</sup> is a series of medical bulletins, prepared and published under the direction of the association of factory physicians of the German chemical industry, and indicates the characteristics of certain diseases resulting from industrial poisoning, briefly describing their occurrence, their appearance, symptoms, diagnosis, treatment, and prevention. It is explained that it has been issued as an aid to physicians who may be called upon to practice under the Industrial Code, which since 1911 has extended to industrial employees the right to accident compensation for injuries resulting from industrial poisoning.

The industrial poisons covered are: Lead poisoning, phosphorus poisoning, arsenic poisoning, quicksilver poisoning, poisoning from benzol and its derivatives, chromium poisoning, poisoning resulting from the breathing of carbonoxychlorid fumes, and from the handling of poisons used in the dyeing industry, and in making aniline

<sup>1</sup> Arbetsstatistik Tidskrift, utgifven af Industristyrelsen i Finland. Helsingfors, 1915, No. 2, p. 92.

<sup>2</sup> Schriften aus dem Gesamtgebiet der Gewerbehygiene. Herausgegeben vom Institute für Gewerbehygiene in Frankfurt a. M. Neue Folge, Berlin, 1913-14. Heft 1-4.

<sup>3</sup> Ärztliche Merkblätter über berufliche Vergiftungen. Aufgestellt und veröffentlicht von der Konferenz der Fabrikärzte der deutschen chemischen Grossindustrie. Berlin, 1913, 32 pp.



dyes. There are also two bulletins on the relation of the physician and the workingman and the need of medical inspection and investigation in the interest of the workingman.

The second monograph<sup>1</sup> treats of the significance of the chromates for the health of workmen, and is prepared by Dr. Lehmann, director of the hygienic laboratory of the University of Wurzburg and president of the board of directors of the Imperial Museum of Safety at Charlottenberg. It is a volume of 119 pages, and contains 11 cuts. It is a summary of previous investigations on the effect of the absorption of chromate into the human system, and contains also original investigations of the author, experiments in the feeding of chromates in small doses to cats, dogs, and rabbits. There is likewise presented the result of a medical statistical investigation of a large dye factory. The following is translated from his conclusions:

During the last decade industrial diseases caused by chromates have considerably decreased in German factories making chromium preparations, a decrease due chiefly perhaps to the imperial safety regulations.

The majority of the establishments disclose favorable conditions as to the number of days of sickness lost on account of both internal and external diseases; but some establishments form an exception. It may be safely asserted that to-day the drying of sodium bichromate, i. e., the manipulation of the dry material, is primarily responsible for injuries to the health of the workmen.

The evaporation of acid-chromate solutions is to-day carried on so carefully in closed apparatus or beneath suction hoods that danger to health is slight. Some harm is inherent in molten masses which contain monochromates if there is a chance for its pulverization. The reworking of monochromate is to be considered in the same light as its original manufacture.

Where all these dangers are being avoided, work with chromates, and especially with bichromates, may be performed without danger to the health of the workmen. In instances where bichromate is still being finely diffused into the air diseases of the respiratory organs and influenza occur frequently, and in a less measure intestinal diseases also occur. Acute, though quite curable, diseases frequently arise. Thus in experiments with animals bronchitis may be easily produced by the inhalation of small particles of chromium. Workmen in chromate factories, however, it appears, do not cough while employed; they have a good complexion and are well nourished—in many instances they may be distinguished by their fresh complexion from aniline workers, who are rather pale. Several cases of chromasthma have been, however, already described.

Neither in establishments manufacturing chromates nor in chromate tanneries have I found any general disease, especially kidney diseases, due to chromate poisoning; nor does the literature on the subject contain convincing cases of kidney diseases, due thereto. This agrees with the fact that the small quantities of chromates, which even in an orderly managed factory workmen may inhale through the nose or mouth, are so insignificant that they do not generate kidney diseases, even in animals. In the literature cases are also lacking to show that kidney diseases have occurred in the therapeutic administration to men of bichromate in doses of from 10 to 40 mg. per day. If large doses of

<sup>1</sup> Die Bedeutung der Chromate für die Gesundheit der Arbeiter: Kritische und experimentelle Untersuchungen von Professor Dr. K. B. Lehmann. Berlin, 1914. 119 p.

chromates are being fed, acute disease of the kidneys, which at first affects the epithelium, may easily be produced. Repeated administrations of small quantities of chromates, even if injected subcutaneously, as a rule do not produce any kidney diseases. In my numerous experiments in feeding bichromates, disturbances of the kidneys traceable with certainty to chromium were caused in a few instances only, although the doses fed were relatively large. For periods varying between three months and two years in most instances the animals used in the experiments could stand, surprisingly well, gradually increasing doses of bichromates of medium strength.

Now and then serious burns are caused by hot, caustic solutions of chromates, as, for instance, in the handling of molten metals, strong acids, etc. Chrome ulceration of the skin is to be considered as a rare and light industrial disease, and avoidable to a large extent; chrome eczema, like eczemas from other causes, may become very troublesome and require a change of occupation. It has, however, become very rare.

Perforation of the cartilaginous septum of the nose is still unavoidable in some factories, while in others it no longer occurs. It represents a process which to-day as a rule takes a slow course without pains worth mentioning, and leaves no serious permanent injury, and, therefore, should not be considered as a reason for exemption from military service. Whenever frequent and speedy perforation of the cartilaginous septum of the nose occurs, it may be concluded that bronchitis and diseases of the duodenum will also be increased.

Nasal ulcers and perforation of the cartilaginous septum of the nose may easily be generated in cats by the spraying of bichromate solutions; the theory that irritating the nose with the finger has some influence in causing ulcers and perforation is not worthy of general consideration. The localization of the ulcer and the perforation may be explained by the fact that the entering air current bounds against the cartilaginous septum and deposits its chromate contents, that the locality hit by the air current is badly protected by cylinder epithelium, and that the cartilage is without vessels.

By careful observance of the German imperial safety regulations, by the increasing supplental in the chromate industry of machinery for human labor, by the introduction and faithful use of up-to-date ventilating appliances, which may be easily installed, by educating the workmen to strict cleanliness, and by frequent supervision of the observance by the workmen of the safety regulations—by all these means—the frequent light diseases caused by chromates, which statistics show to exist in individual factories, may, even where such measures have so far not been taken, be lessened to a considerable degree.

The third monograph<sup>1</sup> is a food study of a limited number of workingmen's families by Alfred Gigon, of the University of Basel. The study included 8 persons, varying in age from 18 to 50 years; it covered a period of 62 days, and the subjects ate as their desires led them. The study was undertaken for the purpose of ascertaining by actual analysis the food consumed and its cost, and the possibility of reducing the workman's cost of living.

Before summarizing his own investigations, the author presents a very useful table to show the results of similar food studies by other investigators. This is here presented:

<sup>1</sup> Die Arbeiterkost nach Untersuchungen über die Ernährung Basler Arbeiter bei freigewählter Kost, von Dr. Alfred Gigon. Berlin, 1914. 54 pp.

## NUTRIENTS AND ENERGY CONTAINED IN THE FOOD OF WORKMEN IN VARIOUS COUNTRIES ACCORDING TO SEVERAL INVESTIGATORS.

Investigators, year of investigation, locality, and persons investigated.	Protein.	Fat.	Carbohydrates and alcohol.	Calories.
	<i>Grams.</i>	<i>Grams.</i>		
Voit, 1877—Munich: Workman at moderate work.....	118	56	500	3,054
Voit, 1881—Munich: Workman at hard work.....	135	80	500	3,347.5
Forster, 1873—Munich: Workman.....	131.9	81.5	457.4	3,174.1
Erisman, 1889—Russia: Factory worker.....	131.8	79.7	583.8	3,675.2
Hultgren, Landergren, 1891—Sweden: Workman at moderate work.....	134.4	79.4	522	3,436
Workman at hard work.....	188.6	110.1	714.4	4,726.2
Atwater, 1896—America: Workman at moderate work.....	150	150	500	4,060
Workman at hard work.....	175	250	650	5,705
Gautier, 1904—Paris: Grown person in absolute repose.....	102.1	56.5	400.4	2,585.7
Grown person in relative repose.....	80	50	250-300	1,818-2,083
Workman at hard work.....	107.2	64.5	407.5	2,711
König, 1904—Germany: Repose and moderate work.....	152	85	630	3,884
Medium hard work.....	100	50	400	2,515
Hard work.....	120	60	500	3,100
Sundstrom, 1907—Finland: Urban workmen—	140	100	450	3,344
(a) At moderate work.....	124	105	380	3,011
(b) At hard work.....	167	153	554	4,378
Slosse and Waxweiler, 1910—Belgium: Moderately hard work.....	104.6	105.8	392.8	3,023
Albertoni and Rossi—Italy: Farmer in the Abruzzi.....	72.8	53.3	450	2,746.4
Inaba, 1912—Japan: Workman weighing 55-60 kilograms.....	90-95	16	560-600	2,800-3,000
Kreis, 1908—Basel: Prison food.....	137.3	77.3	631.3	3,870
Gigon, 1914—Basel: Workman.....	106.7	94.2	450	3,157.6

Based on the data presented in this table, and on his own investigations, the author accepts as the normal nutritive content of the diet of a European workman engaged in moderately hard work the following standards:

(1) Protein: 90 to 110 grams, 50 per cent to be from animal food; or 110 to 130 grams if only one-third of the protein comes from animal food.

(2) Fat: 60 to 80 grams if the food contains 500 to 550 grams carbohydrates; or 80 to 100 grams if the food contains only 500 to 500 grams carbohydrates.

(3) The heat content of the food should be 2,900 to 3,300 calories.

No fixed form should be prescribed for the food taken because persons differ so much from one another in their capacity to assimilate certain foods, in their physical condition, etc.

The lower figures given in the standard should be considered as minima, while the higher values are sufficient for the energy expenditures of a strong and healthy person who is engaged in moderately active muscular work.

The author finds some difficulty in suggesting ways in which to reduce substantially the cost of the Basel workman's diet by any



changes which would not at the same time reduce its nutritive content. A reduced consumption of coffee and soups is, however, suggested; fruit, dried apples, prunes, etc., are recommended as a substitute. Fish, which is relatively inexpensive, could take the place of the more expensive meats; the use of milk could be limited, and potatoes and more cereals substituted. Also, to be considered is the use of the soja bean, rich in protein and fat.

The author does not favor a vegetarian diet; he considers meat an absolute necessity.

The fourth monograph<sup>1</sup> relates to the prevention of anthrax poisoning in tanneries and in factories manufacturing horse hair and other hair products. It is the work of Drs. O. Borgmann and R. Fischer, medical inspectors in the districts of Schleswig and Potsdam, respectively.

Dr. Borgmann suggests, as the result of his study on chromate poisoning in tanneries, the following: (1) Promotion by the authorities of all possible efforts to encourage the invention of a reliable method for the disinfection of hides and skins. As one method of encouraging this he suggests the giving of prizes for such an invention, but at the same time he considers it necessary to secure international agreements requiring the use of such method, if invented, because of the increased price which it would bring about in the cost of hides and skins generally. (2) Establishment by the tanning interests of an experimental laboratory for the study of the problems in the tanning industry, along the lines of the one established by the explosive industry. (3) The use of recent methods of treatment of anthrax recommended by physicians as, for example, the use of the serum of Sclavo and of Sobernheim, as well as the Salversan of Ehrlich; a study and investigation of the various methods should be carried on in those hospitals where treatment is given for anthrax poisoning. (4) Enforcement of special preventative regulations for the trade in hides and skins. Besides enforcing these regulations in the interest of the workmen, there should be employed in the handling of hides and skins the required "soaks" and "lime pits". Nail brushes should be supplied to the workmen in toilet rooms and wash rooms, and separate wardrobes should be maintained for a change of clothing. The wardrobes for the clothing should be located in the wash room, which should in turn be so situated as to form the only means of access to the workrooms by the employees. (5) Scientific investigation of the problems as to whether tannery effluents may be utilized for agricultural purposes and preventative methods adopted in case of such use. Until the results of such an investigation have become known it should be required to mix fluids coming from the "soaks" with those from the "lime pits" with abundant

<sup>1</sup> Die Bekämpfung der Milzbrandgefahr in gewerblichen Betrieben von Drs. O. Borgmann und R. Fischer. Berlin, 1914. 47 [48] pp.

additions of quicklime, these to be composted for about three months before being used for agricultural purposes. (6) Disposal by means of irrigation of all effluents of tanneries which work up raw sheep and goat skins and which dry imported hides, should be a condition for the granting of a license; furthermore, all tanneries should be granted only a revocable form of license.

Dr. Fisher recommends the following requirements to meet the dangers of anthrax in horsehair spinning mills and similar establishments: (1) Active work by the veterinary authorities in preventing anthrax in animals; (2) incinerating completely the carcasses of animals afflicted with anthrax or suspected of having been so afflicted; (3) more stringent inspection of slaughterhouses and similar establishments; (4) the disinfection of all animal hair intended to be worked up into any products of manufacture. Such disinfection should be carried on under strict license and through the public authorities, in accordance with regulations issued in each instance; (5) examination and testing of all new methods of disinfection actually in practice to test their adequacy; (6) careful inspection of all disinfection apparatus by the district physicians and industrial inspectors; (7) instruction of workmen as to the dangers of anthrax by means of inspection, distribution of pamphlets, etc. Special instruction should be given to the workmen regarding the danger of irritating their skin; (8) the summoning of medical assistance whenever symptoms of the disease appear and removal of the patient for hospital treatment; (9) furnishing of suitable work clothes for the workmen, made of washable, tightly woven material; also furnishing of towels, soap, disinfectants, nail brushes, etc.; provision for special bathing facilities and separate lunch room; the infliction of fines for failure to use the protective appliances provided; (10) prohibition of the employment of workmen under 18 years of age in handling material which has not been disinfected; (11) prevention and removal of dust collected in storage and workrooms by means of proper ventilation; (12) organization of a movement for an international agreement for the protection of workmen against the dangers of anthrax.

Not only in tanneries, storage houses for raw material, hide and skin dealers' establishments, horsehair spinning mills, establishments for the working up of hair and bristles, brush factories and related establishments, establishments for the keeping of animals and flaying houses, but also in factories for the manufacture of bone manure, fertilizer, belts, shoes, leather goods, furs, harness and saddles, rag-sorting establishments, shoddy factories, paper factories, felt factories, and haircloth mills, cases of anthrax infection were found to have occurred. Official inspectors should call attention to the danger of anthrax in these establishments and suggest measures for combating it.

## OFFICIAL REPORTS RELATING TO LABOR RECEIVED FROM JANUARY 1 TO MAY 31, 1915.

In the following pages the various State and foreign reports relating to labor have been listed, and a brief note or statement made in regard to the character of the report or its contents, and in certain cases a brief summary of the more important facts presented in the report. It will be the purpose of this REVIEW to present such lists monthly, adding wherever the material seems to demand it more extended abstracts of the contents.

### UNITED STATES.

**Arizona.**—*State Mine Inspector. Third Annual Report for the year ending November 30, 1914. 64 pp.*

Contains statistics of mines showing number of employees, character of ore, method of operation, and tonnage for each mine. Particulars of each fatal, serious, and minor accident are given. The report shows that among the men employed at last inspection—surface, 1,917; underground, 7,505—the number of fatal accidents was 62; and of serious and minor accidents, 758. No definition is given of the accidents classified as serious and minor.

**California.**—*Bureau of Labor Statistics. Sixteenth Biennial Report, 1913 and 1914. 1914. 328 pp.*

Contains a review of the bureau's activities in enforcing labor laws, special reports on the lumber industry in California, the Portland cement industry in California, and statistical tables in regard to hours and rates of wages of organized labor, and employees and wages in manufacturing industries. The bureau's activity in conducting prosecutions during the last two years is shown by the following statement:

#### PROSECUTIONS CONDUCTED BY BUREAU DURING TWO YEARS ENDING JUNE 30, 1914.

Nature of offense.	Fiscal year 1912-13.	Fiscal year 1913-14.
Blower law .....	1	.....
Child-labor law .....	23	21
Eight-hour law:		
For women .....	33	37
Public work .....	1	.....
Underground work .....	2	1
Employment-agency law:		
License .....	11	6
Misrepresentation .....	3	.....
Misrepresentation as to strikes .....	.....	1
Payment-of-wage law .....	18	47
Pay-check law .....	1	2
Scaffolding, flooring, etc., laws .....	1	14
Ten-hour law for drug clerks .....	3	.....
Union card, unlawful use of .....	1	.....
Vending-at-night law .....	13	1
Weekly-day-of-rest law .....	2	.....
Total .....	118	130

During the period covered by the report, the bureau collected 7,117 claims for wages, amounting to \$147,362.62. Claims against employment agencies, based on 1,402 complaints, secured the return of fees and expenses to the amount of \$3,712.75.

The bureau reports especially interesting results from its investigation of the collection of hospital fees by employers from employees, made in May, 1914. The investigation had the definite object of eliminating the evils connected with hospital fees, particularly the practice of hiring the men for one or two days and deducting



hospital fees of \$1 from their wages for that time. The importance of the subject is indicated by the bureau's estimate that hospital fees collected by companies from their employees in the State amount to over \$600,000 a year.

*Industrial Welfare Commission. First Biennial Report, 1913 and 1914. 1915. 123 pp.*

Describes the organization of the commission established to administer the California minimum-wage law, and gives results of investigations of wages, hours, and conditions in mercantile establishments, laundries, manufacturing industries, and telephone and telegraph companies. The cost of living investigation included returns from self-supporting women in San Francisco and Los Angeles. No minimum-wage determinations had been made at the time of the report, the work of the commission having been devoted to acquiring a thorough knowledge of conditions preliminary to the fixing of wages.

*State Board of Education. Report of the Commissioner of Industrial and Vocational Education for the year ending June 30, 1914. 47 pp.*

Reviews situation in elementary high schools as related to the need for vocational education; contains recommendations in regard to the establishment and maintenance of vocational education, and gives digests of laws of States that provide State aid.

**Colorado.**—*Bureau of Labor Statistics. Fourteenth Biennial Report, 1913 and 1914. Denver, 1914. 248 pp.*

Reviews work of bureau, including factory inspection, operation of State's four free employment offices, the licensing and regulating of private employment offices, and the enforcement of State labor laws. A section devoted to the wages of women workers gives the result of investigations made with the object of assisting the State minimum-wage board. It covers telephone employees, and wages and cost of living in various other occupations in Denver, Colorado Springs, and Pueblo. The report also gives statistics of labor organizations and railroads, and an account of the Colorado coal strike and of the efforts of the State bureau toward its settlement.

*Bureau of Mines. Thirteenth Biennial Report for the years 1913 and 1914. Denver, 1914. 228 pp.*

Largely a description of metal mines and mining activities and development during 1913 and 1914. Report as to accidents in metal mines may be summarized as follows:

EMPLOYEES ABOVE AND UNDER GROUND.

	1913	1914	Total.
Men engaged above ground .....	7,877	7,886	15,763
Men engaged under ground .....	15,200	14,523	29,723
Total number engaged in mining, milling, and smelting .....	23,077	22,409	45,486
Nonfatal accidents .....	641	531	1,172
Fatal accidents .....	50	46	96
Nonfatal accidents above ground .....	420	367	787
Fatal accidents above ground .....	9	6	15
Nonfatal accidents under ground .....	221	164	385
Fatal accidents under ground .....	41	40	81

*State Wage Board. First Report for the biennial period ending November 30, 1914. Denver, 1914. 28 pp.*

Report was summarized in Bulletin No. 167, page 40.

**Connecticut.**—*Board of Compensation Commissioners. First Annual Report for the year ending September 30, 1914. Hartford, 1914. 32 pp.*

A brief report of the operation of the Workmen's Compensation Act for the year shows 18,054 accidents reported, most of them, however, resulting in short disabilities. The agreements entered into by employer and employee and approved by the commissioners numbered 3,444, and the hearings where the formal finding and the award were made numbered 106. Recommendations are made for amendment of the law.

*Bureau of Labor Statistics. Twenty-sixth Report for the two years ending November 30, 1914. Hartford, 1914. 78 pp.*

Contains report of new factory and tenement house construction, occupational diseases as reported under the Connecticut law, work of five free employment bureaus, private employment agencies, a record of strikes, lockouts, and trade agreements, and a directory of labor organizations in the State. The report shows that only 25 cases of occupational diseases, 18 of which were lead poisoning, were reported to the bureau between December, 1912, and November 30, 1914.

*Bureau of Labor Statistics. Report on the conditions of wage-earning women and girls, by Charlotte M. Holloway. Hartford, 1914. 138 pp.*

Report will be summarized in the September issue of the REVIEW.

*Factory Inspector. Fourth Biennial Report for the two years ending September 30, 1914. Hartford, 1914. 107 pp.*

Covers industrial accidents reported, inspection of bakeshops, mercantile elevators, tenement houses, factories, home work, mercantile establishments, and contains sections on welfare work and new legislation, and a list of Connecticut manufacturers and their products. A number of illustrations show proper methods of safeguarding, and the equipment of typical emergency rooms in Connecticut factories.

*Convict Labor Commission. Report of the General Assembly, 1915. Hartford, 1915. 90 pp.*

Report of a commission to investigate convict labor in Connecticut and in other States and foreign countries. Describes methods in various States and in foreign countries and submits recommendations.

**Idaho.**—*Inspector of Mines. Sixteenth Annual Report for the year 1914. 1915. 55 pp.*

Devoted chiefly to the mining, development, progress, and resources of the State. The products of the Idaho mines are lead, zinc, silver, copper, and gold. The inspector estimates the number of men exposed to the hazards of the mining industry during 1914 as 5,200. The accidents reported were 27 fatal, 79 serious, and 312 minor. Of the 27 fatal accidents 4 were shaft accidents, 20 were underground other than shaft accidents, one was a milling accident, one a power-plant accident, and one a placer-mill accident.

**Illinois.**—*Bureau of Labor Statistics. Seventeenth Biennial Report. Child labor. Springfield, 1915. 131 pp.*

The investigation was undertaken upon the recommendation of the board of labor commissioners to obtain information as to the advisability of enacting a 16-year minimum-age law. The purpose was to ascertain the number of employers favorable to a 16-year minimum age, the extent of education, the apparent physical and mental condition of the children, their reasons for working, and the income of the children and of the families to which they belong. The report consists almost entirely of statistical tables.

In the investigation 2,365 children employed in 139 industries were interviewed, all except about 100 of whom were residents of Chicago. The employers of 912 children were in favor of making 16 years the minimum working age. Those of 1,003 children were opposed to the 16-year minimum, while the employers of 50 children were in favor of a Federal 16-year minimum-age law. The wages received varied greatly, from less than \$2 per week in three cases to \$10 or more in six cases. Twenty-six per cent were receiving between \$4 and \$4.50 per week. Of the children interviewed, 76 per cent reported that they left school to earn money to help provide for themselves and families. Nearly 82 per cent of the children left school at 14 years of age, while 5 per cent left at an earlier age. Over 13 per cent left school before reaching the fifth grade, while 14 per cent were in that grade when they left school. Slightly over 25 per cent were in the eighth grade or in the high school when they left school.



*State Board of Prison Industries. Report for the years 1913 and 1914. 1915. 88 pp.*

Devoted chiefly to detailed financial statistics of the prison industries of Illinois. The facts are given separately for each industry, showing the value of the products and their disposition, the number of convicts employed, the number of days of labor upon each class of product, and the value of the plant, and the amount of salaries and expenses for each product.

*Department of Factory Inspection. Twentieth and Twenty-first Annual Reports for the years July 1, 1912, to June 30, 1914. 256 pp.*

Twentieth annual report contains sections devoted to child labor, the garment law and the garment industry, occupational diseases, Illinois law restricting hours of female labor, report of inspections under the blower law, inspections according to health, safety, and comfort law, inspections according to the structural law, inspections according to the ice cream and butterine law. Twenty-first annual report contains a report of the chief factory inspector with a detailed discussion of the work of his office and special sections on the work of inspection under the laws relating to child labor, health, safety, and comfort, 10-hour law for women, garment factories, washhouses, the structural law, the blower law, and the ice cream and butterine law. Sections are also given to discussion of protective measures for females in the canning industry in Illinois, the amendment of the compensation act to include occupational diseases, and a review of factory inspection and factory legislation in Illinois.

*State Mining Board. Thirty-third Annual Coal Report. Springfield, 1914. 269 pp.*

Gives statistics of coal mines for 1913 and 1914 and a period of years, showing the persons employed, the amount of output, days of operation, and earnings of miners. An important section is that devoted to statistics of fatal and nonfatal accidents covering a period of years. The fatalities during 1913 numbered 175 and during 1914 159. These numbers show little change from the numbers in earlier years, although the number of persons employed and the amount of coal mined both show a slight increase. The number of nonfatal accidents in 1913 and in 1914 show marked increases over earlier years, but it is possible that these increases are fully accounted for by more complete reports. The number of nonfatal accidents reported in 1913 was 1,025 and in 1914 1,071.

**Indiana.**—*Bureau of Statistics. Fifteenth Biennial Report for 1913 and 1914. Indianapolis, 1914. 790 pp.*

Includes sections devoted to the free employment department, social statistics, economic statistics, and agricultural statistics. The report shows a total of over 30,000 positions secured for men and women during 1913 and 1914 by the five free public employment offices.

*State Board of Education. First Annual Report on Vocational Education. 1914. 62 pp.*

Includes an account of work of State vocational departments, a statement of progress made, with the instructions in elementary agriculture, domestic science, and industrial arts, taught as a part of the regular course of instruction in the public schools, as required by law, an account of trade-extension work of the county agents of agriculture, and the boys' and girls' clubs, and school and home garden work connected with instruction in agriculture given in the regular schools.

**Iowa.**—*Mine Inspector's Seventeenth Biennial Report for the two years ending June 30, 1914. Des Moines, 1914. 132 pp.*

Contains detailed reports of the several mine districts of the State, including statistics of employment, production, mine equipment, and accidents. A summary for the entire State reports 24 fatal accidents in the year ending June 30, 1913, and 34 in the year ending June 30, 1914. These numbers show slight differences as compared with earlier years. Number of nonfatal accidents reported in the two years was 176 in 1913 and 161 in 1914. No statement is made of the definition of nonfatal accidents reported.



**Maine.**—*Department of Labor and Industry. Second Biennial Report, 1913 and 1914, with the reports of the State Board of Arbitration and Conciliation for the years 1913 and 1914. Waterville, 1915. 216 pp.*

Contains a directory of manufacturing industries, with months in operation and average persons employed for each establishment, a directory of labor organizations, the report of the State board of arbitration and conciliation, and sections on industrial accidents, on child labor, and on training of men for positions in pulp and paper mills. The section on child labor is the result of an investigation of the home conditions of all 14-year-old minors employed throughout the State on June 10, 1913. Statistics are also included regarding the employment of minors, based on the birth certificates on file with the State department of labor.

The statistics of accidents, which are given in considerable detail, show a total of 1,120 accidents, 55 of which were fatal, reported in the year ending June 30, 1913, and 974, 20 of which were fatal, in the year ending June 30, 1914. These accidents are described as those in which disability exists 6 days. The accidents are classified to show industry, cause of accident, nature and extent of disability, age, nationality, wages of injured, kind of employment at which injured, the hour of accident, and the number of hours at work at the time of the accident. The report of the board of arbitration and conciliation is devoted to an account of controversies between the engineers and firemen of the Bangor & Aroostook Railroad and said railroad company.

**Massachusetts.**—*Bureau of Statistics. Forty-fifth Annual Report on the Statistics of Labor for the year 1914. Boston, 1914. 692 pp.*

Consists of seven parts, issued during 1914 as labor bulletins, Nos. 97 to 103, bearing the following titles:

Union scale of wages and hours of labor in Massachusetts, 1913.

Thirteenth annual directory of labor organizations in Massachusetts.

Immigrant aliens destined for and emigrant aliens departed from Massachusetts, 1913.

Labor bibliography, 1913.

Industrial home work in Massachusetts.

Action affecting labor during the legislative session, 1914.

Wages and hours of labor in the paper and wood-pulp industry in Massachusetts.

*Bureau of Statistics. Twenty-eighth Annual Report on the Statistics of Manufactures for the year 1913. Boston, 1914. xxxviii and 127 pp.*

Contains an introductory summary of the statistics of 1913 in comparison with those of former years, with the usual statistics of capital invested, material used, wages paid, and number of wage earners, in detail and in summary form.

*Bureau of Statistics. Eighth Annual Report on the State free employment offices for the year ending November 30, 1914. Boston, 1915. 31 pp.*

Summarizes the work of the four free public employment offices for the year, including comparisons with former years. From 1908 to 1913 the employment offices showed a steady increase in the number of positions filled, but during 1914 there was a decrease of 15 per cent as compared with the previous years. The work of the four offices for the years 1910 to 1914 is summarized in the table which follows:

Classification.	Year ending Nov. 30—					Total.
	1910	1911	1912	1913 <sup>1</sup>	1914 <sup>2</sup>	
Offers of positions.....	51,082	58,172	74,089	74,113	53,858	311,314
Positions reported filled.....	20,574	21,158	26,587	29,117	24,710	122,146
Persons furnished employment.....	12,292	13,205	15,711	16,835	13,644	71,687
Persons applied for by employers.....	28,354	30,632	36,834	39,230	31,565	166,615

<sup>1</sup> The figures for 1913 are for a full 12 months for the Boston and Springfield offices, 11 months for the Fall River office (this office having been closed during August), and 2½ months for the Worcester office.

<sup>2</sup> The figures for 1914 are for a full 12 months for the Boston, Springfield, and Worcester offices and 11 months for the Fall River office (this office having been closed during August).

The positions which were reported filled by the offices during the year are classified in the report as follows:

Classification.	Males.	Females.	Total.
Agricultural pursuits.....	1,637	.....	1,637
Apprentices.....	197	24	221
Domestic and personal service.....	5,408	9,199	14,607
Manufacturing and mechanical pursuits.....	4,096	1,585	5,681
Professional service.....	14	1	15
Trade and transportation.....	2,018	459	2,477
Other trades.....	53	19	72
Total.....	13,423	11,287	24,710

*Bureau of Labor Statistics. A sketch of its history, organization, and functions, together with a list of its publications and illustrative charts. Boston, 1915. 115 pp.*

A pamphlet prepared for the Massachusetts Panama-Pacific Exposition Commission in connection with the exhibit of the bureau of statistics.

*District Police. Report for the year ending October 31, 1914 (including the detective, building inspection, and boiler inspection departments). Boston, 1915. 336 pp.*

*Minimum Wage Commission. Second Annual Report for the year ending December 31, 1914. Boston, 1915. 158 pp.*

Summarizes the work of the commission for the year, including the effect of its determinations in the brush industry, its various investigations of candy factories, laundries, and retail stores, and the work of the wage boards in the candy and laundry industries, with certain recommendations for new legislation. Appendixes reproduce the text of the Massachusetts Minimum Wage Act and summarize the minimum-wage determinations in effect in the various States in December, 1914.

The commission made an examination of the pay rolls of the brush factories in the State in November and December, 1914, after its wage determination had come into effect on August 15. All of the 23 brush factories in the State which were known to be employing women were investigated. Eleven, including all the larger establishments of the State, were found to be complying with the commission's decree. In 5 establishments violations were found; 2 others claimed that they were paying the prescribed rates, but they produced no record of hours worked. Four establishments employed no women at the time of the inspection, and 1 establishment had been merged with another concern. Out of approximately 1,000 female employees, only 18 were found to be receiving less than the minimum rate. This does not include 4 cases of technical violation which were claimed by the employers to have been due to a misunderstanding of the decree.

The commission found that the amount of employment during the four months preceding its investigation was probably somewhat less than during the period covered by its investigation a year previous. This decrease of employment was suggested by brush manufacturers to be due to the following reasons: (1) Reduction of the tariff; (2) war in Europe; (3) competition with prison labor; (4) pressure of increased labor legislation in general; (5) minimum wage.

Statements by the employees themselves throw light upon the varying defects of the decree:

Employees who are in receipt of wages determined according to the new rates show themselves very appreciative of the change. Others, thrown out of work either as a result of the new schedule or on account of the general industrial depression, have supplied impressive accounts of ensuing hardships. In some factories they describe an increased amount of "speeding-up." One worker, who instances a serious case of unemployment resulting, as she believes, from the establishment of a minimum wage, nevertheless entreats the attention of the commission for another industry, the low wages and hardships of which she describes.

An impartial judgment, as to what part of the unemployment in the brush industry is due to setting new rates for that industry, is difficult at the present time, only four



months from the date when they went into effect. The commission is of the opinion, however, that the unemployment is mainly due to the general business depression rather than to the readjustment within the industry resulting from the fixing of a minimum wage. Statements have been publicly made by brush manufacturers that the principal hardship to their industry during the present war is the difficulty of obtaining bristles from abroad, owing to the interference with the trade with certain foreign countries. Since American bristles are of such a quality that they can seldom be used in brush making, the interruption of the foreign supply might be an important cause of existing unemployment. Add to this the fact that unemployment is apparently prevalent to an equal degree in other industries in this State, similar in other ways but for which minimum rates have not been fixed, and there is sufficient explanation for unemployment in this industry without ascribing any large amount of it to the operation of the minimum wage. The commission regrets exceedingly that a disturbance in industry from other causes should have coincided with the establishment of the new rates, not only on account of the hardships to individual workers, but because the coincidence gives to those averse to the raising of wages by this means an opportunity of ascribing to the minimum-wage system the difficulties which are actually traceable to other sources.

The report of the commission's investigation of wages of women in the candy, laundry, and retail store industries has been published separately in its bulletins Nos. 4, 5, and 6.

The report states that the wage board for the candy industry, consisting of 6 representatives of employers, 6 representatives of employees, and 3 other persons, including the chairman, began its sessions in May, 1914, and had not at the time of the commission's annual report reached a determination. For the laundry industry a board consisting of 6 employers, 6 employees, and a chairman to represent the public was appointed and began its sessions in September, 1914. For this industry, also, no determination had been reached at the date of the commission's report.

*Minimum Wage Commission. Bulletin No. 6, March, 1915. Wages of women in retail stores in Massachusetts. Boston, 1915. 64 pp.*

Results of an investigation of rates of pay and earnings for women in department, 5 and 10 cent, and other retail stores in the Massachusetts cities, made preliminary to the appointment of a wage board for fixing minimum wages in the industry. A summary of the results will be given in the next number of the REVIEW.

*State Board of Conciliation and Arbitration. Annual Report for the year ending December 31, 1914. Boston, 1915. 278 pp.*

The board reports a total of 147 controversies considered, of which 4 came down from 1913 and 143 were submitted during the year. Of this number 2 were adjusted by reconciling the parties, and 9 were still pending at the end of the year. In the remaining controversies the board made 114 awards and one report, which was accepted by both parties. The cases considered by the board are summarized in detail.

*The retirement system for employees of the Commonwealth. Circular explanatory of the provisions of the law. Boston, 1914. 23 pp.*

*Report of the State Board of Retirement, January, 1915 (Public Document No. 99). Boston, 1915. 13 pp.*

Reviews the operations of the retirement system of the State described in the circular above.

**Minnesota.**—*Department of Labor and Industries. Fourteenth Biennial Report, 1913 and 1914. Minneapolis. 250 pp.*

Contains history of labor department and the development of labor laws, and sections on workmen's compensation, industrial accidents; inspections and orders, women and children, mine inspections, employment agencies, special investigations, and labor organizations.

The report of the commissioner submits a series of recommendations as follows: (1) That the office of chief factory inspector be created, with a salary sufficient to secure a high-class man for the position; (2) the creation of the office of superintendent



of employment offices; (3) private employment agencies should be brought under the State labor department, with the provision that licenses should be revocable by the department on conviction of violation of the law; (4) enactment of a law for the prevention of occupational diseases. This recommendation is based upon experience under the law requiring reports of occupational diseases. The commissioner notes the following cases, which he believes to be but a fraction of the occupational diseases existing in the State: Lead poisoning, 9; copper and arsenic poisoning, 1; gasoline poisoning, 1; ammonia poisoning, 1; poisoning from fur dyes, 2; typewriter's cramp, 2; paralysis of fingers due to knitting lace, 1. (5) The hours-of-labor law for women should be extended to cover the entire State; (6) street trades should be regulated to prevent the employment of small children in occupations known to be among the most dangerous to the moral and physical health; (7) legislation should be enacted regulating ventilation, sanitation, and lighting in boarding camps, and providing for State inspection with power to enforce orders. The "extortion of \$1 a month for hospital tickets" which do not entitle the employee to medical care in certain cases should be regulated by legislation.

**Missouri.**—*Bureau of Labor Statistics. Thirty-fifth Annual Report for the fiscal year ending November 5, 1913. Jefferson City. 802 pp.*

Devoted chiefly to a presentation of the resources and opportunities of Missouri. In a part of the report devoted more especially to labor matters, a large amount of statistical and other information is given in regard to organized labor in Missouri and elsewhere. Membership, wages, labor disputes, benefits, etc., are given. One section gives facts and figures in regard to private employment agencies, and another describes the work of the State factory inspection department. Recommendations are made in regard to new labor legislation.

*Department of Factory Inspection. Biennial Report, 1913 and 1914. St. Louis, 1914. 92 pp.*

Gives in detail the work of inspection included under the heads of inspections, collections, orders, safety and accident prevention, sanitation, occupational diseases, foundry sanitation, women's 9-hour law, child labor, prosecutions, defects and recommendations in regard to the law, and the proposed industrial commission law.

The Missouri factory inspection law has the unusual feature that fees are collected for each inspection, the fees arranged on a graduated scale, the minimum being 50 cents where three or less persons are employed. Fees collected are paid into the State treasury and placed to the credit of the factory inspection fund. During the biennial period 1913 and 1914 the collection amounted to \$40,366, a sum considerably in excess of any previous biennial period. The report contains numerous illustrations showing dangerous conditions, and methods of safeguarding.

*Workmen's Compensation Commission. Report, with bills recommended by the commission and other information. December 1, 1914. 128 pp.*

Presents the results of the commission's investigations and its reasons for recommending the enactment of a compensation law. Its recommendations included the passage of four bills: (1) An elective workmen's compensation act; (2) an act creating the Missouri Industrial Commission; (3) an act providing for the organization of corporations on the mutual plan to insure against employers' liability; (4) an act levying a tax of 5 per cent on all premiums for employers' liability insurance for the support of the Industrial Commission. The Missouri Legislature at its session of 1915 did not enact a compensation law.

*Senate Committee on Penitentiary Reform to the Forty-eighth General Assembly of Missouri. Jefferson City, 1915. 26 pp.*

Gives the results of the investigations of a committee appointed "to fully investigate present conditions in Missouri and the several States, and to report to the senate of the forty-eighth general assembly the advisability of abolishing the contract labor system in the Missouri prison, and, if abolished, to suggest what employment, if any,

should be given to the inmates of the penitentiary and other penal institutions of the State." The recommendations of the committee covered 12 points as follows:

- "1. The abolishment of the private contract system.
- "2. A law creating the indeterminate sentence system, save and except for murder, treason, rape, arson, and robbery, with a maximum and minimum sentence.
- "3. The creation of an intermediate prison or reformatory for juvenile offenders, separate and apart from the prison for confirmed criminals.
- "4. A change or modification of the law providing for a hospital for the criminal insane at or near the prison proper.
- "5. Prisoners, whether confirmed or juvenile, afflicted with any disease of a serious character, placed in separate apartments above other prisoners, to prevent the contraction or dissemination of such disease. Transferring of prisoners afflicted with pulmonary diseases to a separate institution at or near Mount Vernon, with separate dining halls and marked tableware provided for all such as are diseased in any manner.
- "6. The prisoner should be permitted to earn money for himself and the support of those dependent upon him.
- "7. The adoption of an educational law giving all prisoners the benefit of an education.
- "8. The creation of a nonpartisan and nonsectarian board, under statutory regulation, that may cooperate with the governor in selecting a warden and supervise the business of the institution.
- "9. The transferring of female prisoners either to a reformatory for incorrigible girls or a place of detention near some large city, to be used by the State for charity.
- "10. The purchase of four farms of one or two sections each, 75 miles east and west and north and south from the capital; the placing of 150 prisoners on each farm, provided with tents, for the cultivation of the land, and brick manufacturing machinery for the use of such prisoners in the erection of buildings; also building roads.
- "11. The abolishment of the present system of hanging and the electric chair substituted in lieu thereof; executions to be held only at the State prison in Jefferson City.

"12. A certain amount of the appropriations to the penitentiary to be set aside as a "capital fund," to be used in promoting factory enterprises at penal institutions."

*Senate Wage Commission for Women and Children in the State of Missouri. Report to the Senate of the forty-eighth General Assembly.*

Gives the results of an investigation into the wages paid, etc., to females in factories, department stores, and other places where women are employed. A summary of the results will be given in the next number of the REVIEW.

**Montana.**—*Department of Labor and Industry. First Biennial Report, 1913 and 1914, Helena, 1915. 350 pp.*

Contains sections devoted to strikes and labor disturbances, violations of labor laws, working conditions, report of the four free public employment offices, cost of living, hydroelectric development, manufacturing in Montana, the fur industry, prospective Montana industries, Montana markets, composition and characteristics of Montana population, road building by State convicts, opinions of the attorney general, statistics of railroads, general statistics, report of inspector of quartz mines, report of inspector of coal mines, and report of boiler inspector.

The commissioner submits certain recommendations for new legislation, as follows: (1) That authority be given the department of labor and industry to give assistance to workmen in the collection of wages due them; (2) that towns of certain classes be required to maintain free public employment bureaus; (3) that the commissioner be given authority to require certain information from all county officials; (4) that the child-labor law be amended to prohibit the employment of children in any kind of theater, circus, or show; (5) that a law should be enacted requiring physicians to submit to the commissioner reports of occupational diseases; (6) that a workmen's compensation act should be enacted.



**Nebraska.**—*Bureau of Labor and Industrial Statistics. Fourteenth Biennial Report, 1913 and 1914. Lincoln, 1914. 137 pp.*

Contains a summary of the work of the bureau for the biennial period, the text of certain labor laws, a list of manufacturing establishments reporting to the bureau, reports in detail of industrial accidents, submitted to the bureau during a period of 18 months, and miscellaneous statistics.

**Nevada.**—*Industrial Commission. Report July 1, 1913, to December 31, 1914. Carson City, 1915. 110 pp.*

Covers the administration of the Nevada Industrial Insurance Act during its first 18 months. The Nevada law is an elective system, but compulsory as to public employees. The report shows 813 contributors within the act, 364 of which are in the mining and smelting industry. The average number of employees is 10,709—748 of which were employed in mining and smelting. In the mining and smelting industry the average yearly premium for each employee was \$26.28, or at a rate of \$2.10 per \$100 of pay roll. The commission gives administration expenses as 11.13 per cent of premium income.

During the period covered 1,849 accidents were reported, 986 of which resulted in incapacity of less than two weeks. The fatal cases numbered 53.

*Inspector of Mines. Biennial Report, 1913 and 1914. Carson City, 1915. 52 pp.*

Contains a review of the mining development and operations during the period covered, a report of the inspection work, reports in detail of fatal accidents, and in somewhat less detail of nonfatal accidents causing the stoppage of work for 10 consecutive days or more.

**New Hampshire.**—*Bureau of Labor. Tenth Biennial Report for the fiscal period ending August 31, 1914. Concord, 1914. 98 pp.*

Presents statistics of labor disputes, workmen's compensation, accidents, occupational diseases, and report of the State board of arbitration, with a directory of manufacturing and mechanical establishments.

The recommendations of the commissioner included: (1) The workmen's compensation law to include all employees, with the possible exception of agricultural and domestic service; (2) a law regulating employment agencies; (3) a factory-inspection law; (4) that authority be given inspectors to require safety devices to be placed upon dangerous machinery; (5) that provision be made for proper ventilation and lighting in factories, with some central supervision over sanitary conditions; (6) that one of the factory inspectors be a woman who has had five years' practical experience as a worker in a New Hampshire factory; (7) a law to be enacted requiring one day's rest in seven.

*Children's Commission. Report to the governor and legislature, January, 1915. Concord, 1914. 136 pp.*

Report is in two parts, part 1 giving the preliminary statement and summarizing existing conditions in the State, and part 2 giving detailed reports on subjects investigated by the commission, accompanied by statistical tables. A bill creating a State board of children's guardians is also submitted.

The report gives the commission's recommendations for immediate action, as follows:

"1. The establishment of a centralized State administrative agency responsible for all the children of the State, organized with adequate powers of execution as well as supervision.

"2. The establishment of a colony for feeble-minded girls and women of child-bearing age.

"3. The appointment of probation-truant officers equipped to do preventive work in all police districts, thus minimizing and at the same time making effective the work of juvenile courts throughout the State.

"4. Compulsory supervision of all public schools, with a clear definition of the respective powers of school boards and school superintendents, and compulsory reporting by rural teachers to their superintendents of all conditions which are a menace to child welfare in their districts."



**New Jersey.**—*Board of Tenement House Supervision. Eleventh Report. Paterson, 1915. 106 pp.*

Covers the work of the commission in the State and supervision of the construction and reconstruction of tenement houses, including the inspection of such houses to insure safe and sanitary conditions. The work of the commission is described in detail.

*Employers' Liability Commission. Appointed for the purpose of observing the operation of the Employers' Liability Act. Report for the year 1914. Trenton, 1915. 48 pp.*

Reviews the operations of the workmen's compensation act in New Jersey, and in conclusion submits the following recommendations:

"1. The passage of a resolution providing for the submission to the people of a constitutional amendment which will enable the legislature to pass a compulsory workmen's compensation law, including compulsory insurance. Until such amendment has been adopted the present elective law should be continued in force, with supplements and amendments as hereinafter proposed.

"2. In our former reports we have pointed out that the law was gravely defective in that the injured person or his dependents had no assurance of payment in the event of the insolvency of the employer. As this serious defect can only be remedied by a system of compulsory insurance, we now recommend the passage of a compulsory insurance act, for the protection of the employer from financial disaster and the assurance to those persons entitled to compensation, of the payments provided by law. In recommending this we have in mind the fact that it is quite as necessary for the protection of the employer as for the employee, as otherwise he may be forced out of business and into bankruptcy owing to his failure to voluntarily cover his liability by insurance.

"3. The creation of a New Jersey workmen's compensation State insurance fund. In any scheme of compulsory insurance, the establishing of a State fund would seem to be essential to insure equitable rates on the part of the privately owned companies and associations, and to prevent the establishing of a monopoly by agreement or otherwise, by these companies. On the other hand, we desire to place the greatest emphasis on the necessity for safeguarding the State insurance fund and placing it on a scientific basis, by requiring the commissioner of banking and insurance, who will administer it, to conform to all of the rules and regulations which are imposed by him on these other companies.

"4. The passage of an act supplementing the act establishing the department of labor, imposing additional duties on and giving additional powers to the commissioner of labor, and providing for the organization of a bureau of workmen's compensation in that department in order to secure more efficient administration of the compensation act.

"5. The passage of an act requiring certain protective clauses in all policies of liability insurance issued in this State.

"6. In connection with the department of labor we have given careful consideration to the practicability of bringing within the operation of the compensation law such occupational diseases as can be clearly traced to causes connected with the different trades. As a matter of abstract justice there can be no question as to the right of the workmen to compensation for injury received as a necessary result of the conditions of employment, but heretofore the difficulty in clearly defining the responsibility has prevented the inclusion of occupational diseases in the compensation acts of the various States, including New Jersey.

"Based on the report received from the commissioner of labor, a copy of which is submitted herewith, we recommend the bringing within the operation of the law of certain occupational diseases; in a supplemental report we will submit a proposed form of amendment covering this subject.

"7. The passage of a number of amendments to the present compensation act, of which the most important are the following:

"Increase of all schedules from the present basis of 50 per cent of wages to 66 $\frac{2}{3}$  per cent.

"Increase of minimum payments to \$6 instead of \$5 and of maximum to \$12 instead of \$10.

"Increase of death payments to 400 weeks instead of 300.

"Increase of total permanent disability payments to life instead of 400 weeks.

"Provision for appeal to court for additional medical services in exceptional cases.

"While we are convinced as to the justice of these increases in the rates of compensation, we would hesitate to recommend them if the plan did not also include a scheme of compulsory insurance which will scientifically distribute the risk. We therefore respectfully suggest that our recommendations should be considered as a whole and not in detached parts.

"Suggested forms for the above-mentioned resolution, acts, and amendments will be submitted in a supplementary report.

"The total amount appropriated for the expenses of the commission for the year 1914 was \$3,500. This has been expended to date approximately as follows: Salary of secretary, \$2,000; stenographers, \$930; clerk, \$110; distributor, \$420.87; secretary's expenses, \$8.05; office supplies, \$15.50; commissioners' expenses, \$11.20; total, \$3,495.62.

"It must be apparent to the most casual observer that to provide any real supervision of the operation of the workmen's compensation law, a more liberal provision must be made. Under the circumstances we have only been able to do the clerical work necessary for the tabulation of reports received from employers and insurance companies, and have had no means at our disposal to enable us to determine to what extent the purpose of the law has been defeated by the failure of employers to meet their obligations. Our report as to the actual operation of the law must, therefore, be limited to these statistics which are at best incomplete and unsatisfactory.

"On this account we welcome this opportunity to bring to your attention the result of investigation of the working of our law, which has recently been made by a committee of the American Association for Labor Legislation.

"If our recommendations as to the enlarging of the powers and duties of the department of labor, the establishing of a bureau of workmen's compensation in that department, and the establishing of the State insurance fund are adopted, we strongly recommend that sufficient funds be provided to enable these agencies to render effective service.

"In conclusion, if our work meets with your approval and our recommendations are adopted, there would seem to be no necessity for the continuance of this commission. We esteem it a high privilege to have been associated with the constituted authorities in the great work of establishing a system of workmen's compensation in this State. The law, while not yet perfect in its operation, marks one of the greatest advances of our generation in establishing more equitable relations between the employer and employee, and in securing justice to the great body of workers on whose welfare must depend, to a great degree, the future well-being of our State."

**New York.**—*Department of Labor. Second Annual Industrial Directory, 1913. Albany, 1915. 787 pp.*

The report is in two parts, the first comprising tables of statistics of factories and factory employees, by geographical and industrial distribution; the second a register of individual factories by firm names.

*Department of Labor. Bulletin No. 69. Idleness of organized wage earners in 1914. March, 1915. 41 pp.*

Contains statistics of monthly returns from representative trades-unions for the year 1914, with text discussion and comparisons with previous years.

The following table summarizes the statistics of the report, showing the per cent of idle wage earners in representative trades-unions for each month, 1902 to 1914, inclusive:

Year.	Jan.	Feb.	Mar.	Apr.	May.	June.	July.	Aug.	Sept.	Oct.	Nov.	Dec.
1902.....	20.9	18.7	17.3	15.3	14.0	14.5	15.6	7.1	6.3	11.2	14.3	22.2
1903.....	20.5	17.8	17.6	17.3	20.2	23.1	17.8	15.4	9.4	11.7	16.4	23.1
1904.....	25.8	21.6	27.1	17.0	15.9	13.7	14.8	13.7	12.0	10.8	11.1	19.6
1905.....	22.5	19.4	19.2	11.8	8.3	9.1	8.0	7.2	5.9	5.6	6.1	11.1
1906.....	15.0	15.3	11.6	7.3	7.0	6.3	7.6	5.8	6.3	6.9	7.6	15.4
1907.....	21.5	20.1	18.3	10.1	10.5	8.1	8.5	12.1	12.3	18.5	22.0	32.7
1908.....	36.9	37.5	37.5	33.9	32.2	30.2	26.8	24.6	24.6	23.1	21.5	28.0
1909.....	29.3	26.5	23.0	20.3	17.1	17.4	13.9	11.9	14.5	13.7	13.3	20.6
1910.....	24.5	22.4	22.6	16.0	14.5	15.4	19.4	22.3	12.5	15.0	17.5	27.3
1911.....	26.7	24.8	25.6	21.3	27.2	22.9	15.5	11.7	11.2	11.6	20.0	34.2
1912.....	25.8	17.6	18.8	13.3	20.1	22.8	21.1	9.1	5.9	7.4	15.3	30.1
1913.....	38.2	33.4	21.8	21.7	22.9	22.2	20.8	19.6	16.2	19.3	27.8	40.0
1914.....	32.3	30.7	28.3	23.6	22.7	25.5	32.5	30.3	24.3	24.9	35.8	35.7
Mean, 1902-1913	25.6	22.9	21.7	17.1	17.5	17.1	15.8	13.4	11.4	12.9	16.1	25.4

The report in summarizing states:

That there was more idleness in 1914 than in 1913.

That there was less idleness on account of labor disputes, this decrease occurring in the first half of the year only.

That the increased idleness was due entirely to a lessened demand for labor.

That in the first half of the year the total idleness was practically the same for the period as a whole as in the first half of 1913, but that unemployment (idleness due to the condition of trade) was nearly 7 points higher.

That in the second half of the year, also, unemployment idleness was nearly 7 points higher than in the corresponding period of 1913.

That unemployment was greater not only in every industry represented in the returns but also in nearly every month in every industry.

That unemployment for the year, as a whole, nearly equaled that for 1908, which was the highest in recent years.

*Industrial Commission. Department of Labor. Bureau of Statistics and Information. Bulletin No. 70. New York court decisions concerning labor laws, from October, 1913, to January, 1915. June, 1915. 113 pp.*

*Industrial Commission. Department of Labor. Bureau of Statistics and Information. Bulletin No. 71. Government labor reports, October, 1913, to May, 1915. June 1915. 29 pp.*

An annotated list of Government reports in continuation of similar lists published from 1905 to 1913 in the former quarterly bulletin of the department. The list is arranged in four divisions: United States reports, State reports, foreign reports, and periodicals.

*Department of Labor. Industrial Board. Bulletin No. 8. Industrial code. Rules relating to the construction, guarding, equipment, maintenance, and operation of elevators and hoistways in factories. In effect January 1, 1915. 14 pp.*

*Department of Labor. Industrial Board. Bulletin No. 8. Industrial code as amended. In effect April 15, 1915. 14 pp.*

*Department of Labor. Industrial Board. Bulletin No. 9. Industrial code. Rules on sanitation of factories and mercantile establishments. In effect April 15, 1915. 30 pp.*

*Department of Labor. Industrial Board. Bulletin No. 10. Industrial code. Rules relating to the equipment, maintenance, and sanitation of foundries and the employment of women in core rooms. In effect April 15, 1915. 13 pp.*

*Department of Labor. Industrial Board. Bulletin No. 11. Industrial code. Rules relating to the milling-industry and malt-house elevators. In effect April 15, 1915. 6 pp.*

*Department of Labor. Industrial Board. Bulletin No. 12. Industrial code. Rules relating to the removal of dust, gases, and fumes. In effect May 15, 1915. 13 pp.*



**New York City.**—*Mayor's Committee on Unemployment. First formal report, February 5, 1915. 14 pp.*

Gives in detail the report of the committee and its 6 subcommittees on: (1) Facts regarding existing conditions of unemployment; (2) immediate private and public employment opportunities; (3) relief needs and measures and the cooperation of private and public agencies of relief; (4) unemployment among women; (5) cooperation of business and industry to promote employment; (6) national, State, and municipal policies.

**North Carolina.**—*Department of Labor and Printing. Twenty-eighth Annual Report. Raleigh, 1914. 294 pp.*

Contains chapters, almost entirely statistical, relating to condition of farmers, the trades, giving preference to labor organization, wages, and methods of payment, increase or decrease in wages, miscellaneous factories, cotton, woolen, and silk mills, furniture factories, newspapers, railroads, and employees. The labor laws of North Carolina are also reproduced.

The commissioner, commenting on the need for new labor legislation, says:

1. The passage of a specific 10-hour day and 60-hour week law. The law as enacted by the legislature of 1911 has proven unsatisfactory and insufficient.

2. A specific age limit prohibiting children under 13 years from working in any kind of manufacturing establishment or in messenger service, or appearance in theaters in any capacity (excepting, of course, attendance as auditors), or in any employment whatsoever during the hours in which the public schools are in session.

3. That all manufacturing and other concerns of whatever kind, addressed by the department of labor and printing for information for use in the compilation of its report, be required to answer promptly to the best of their knowledge and belief.

4. That the law designating the commissioner of labor and printing inspector of mines be repealed, unless appropriation sufficient to put the present law into practice is made. This would include the services of an active inspector, preferably, if not essentially, a graduate of a school of mining.

5. Laws governing safety appliances and sanitation.

6. The passage of a law providing for inspection of factories and workshops, of whatever kind, to the end that the child-labor law, the limited-hours law, the fire-escape law, and such laws of sanitation and safety as the legislature may see fit to enact, may be enforced, such inspectors to act as statistical or census agents for this department.

Bearing especially upon the hours of labor and the inspection provision above referred to, I am constrained to believe that so long as the lack of confidence between the advocates of restrictive and corrective measures and the manufacturers continue to exist, there is small hope for either side of the controversy bringing in a satisfactory bill. As it appears to this department, it is too much a game of hare and hounds, and the time has come for some member of the general assembly, who is an independent thinker, and one who has the courage of his convictions, to draft a bill that will take care of the situation.

I do not wish to be understood as taking sides on the proposition. This department interprets its duties as covering the enforcement of whatever laws may be passed as far as the authority vested in it will permit; but, at the same time, it feels that it should guard the rights of the manufacturers as zealously as it should the rights of the employees. This is a time for mutual effort, and not a time for mistrust to be allowed to obstruct the State's march of progress.

**North Dakota.**—*Department of Agriculture and Labor. Thirteenth Biennial Report for the term ending June 30, 1914. Devils Lake, 1914. 113 pp.*

Devoted chiefly to agricultural statistics.

**Ohio.**—*Industrial Commission. Bulletin, January 1, 1915 (vol. 2, No. 1). 48 pp.*

Contains articles on evolution of workmen's compensation legislation, work of the department of investigation and statistics, factors that determine the individual rate of an employer, important committee appointments, three special rulings of the industrial commission, a day in the claims department, rate revision as adopted by resolution of the commission, ruling relative to application of the United States revenue law to the industrial commission.

*Industrial Commission. Bulletin, February 1, 1915 (vol. 2, No. 2). 52 pp.*

Contains the first annual report of the industrial commission covering the fiscal year ending November 15, 1914, describing the organization of the commission and the work of its various departments and divisions. The scope of the commission's work will be indicated by its organization into departments and divisions, as follows:

1. Executive.
2. Department of workmen's compensation—State insurance.
  - (a) Division of auditing.
  - (b) Division of rating.
  - (c) Division of claims.
3. Department of inspection.
  - (a) Division of workshops and factories.
  - (b) Division of boiler inspection.
  - (c) Division of steam engineers.
  - (d) Division of mines.
4. Department of investigation and statistics.
  - (a) Division of investigation and statistics.
  - (b) Division of employment offices.
  - (c) Division of mediation and arbitration.
5. Department of film censorship.

The operations under the workmen's compensation act for the fiscal year ending November 15, 1914, show a total of over 58,000 claims disposed of. During the same period the State insurance fund received as premiums over \$2,900,000 and paid out for compensation, medical, surgical, hospital, and nursing services, medicines, and funeral expenses over \$1,229,000. The average award under the act was \$41.10; the average medical award, including funeral, \$9.

*Industrial Commission. Department of Investigation and Statistics. Report No. 4.*

*Industrial accidents in Ohio, January 1 to June 30, 1914. Columbus, 1915. 324 pp.*  
Gives in great detail statistics of accidents and of claims and awards.

*Industrial Commission. Department of Investigation and Statistics. Report No. 5.*

*Union scale of wages and hours of labor, May 15, 1914. Columbus, 1915. 96 pp.*

Contains in addition to the union scales typical trade agreements. Investigation made in cooperation with the United States Bureau of Labor Statistics, and similar in scope.

*Industrial Commission. Department of Investigation and Statistics.*

Report of the work of the free labor exchanges of Ohio; monthly and weekly statistical reports issued in typewritten form and showing new restrictions, renewals, total applicants for work, help wanted, number referred to positions, and number reported placed for each of the seven free labor exchanges of the State.

*Board of Health. Industrial health hazards and occupational diseases in Ohio, by E. R. Hayhurst, A. M., M. D., Director, Division of Occupational Diseases. Columbus, February, 1915. 438 pp.*

Presents the results of a special investigation, covering two years, made by direction of the Ohio General Assembly. Contains chapters on general principles of industrial hygiene, industrial health hazards, plan, scope, and conduct of the investigation, health hazards, processes, in detail, classification of occupational diseases, complaints by industries and processes, special investigations and publicity, and measures of prevention. Contains numerous illustrations. (Will be summarized in a later number of the REVIEW.)

**Oregon.**—*Bureau of Labor Statistics and Inspector of Factories and Workshops. Sixth Biennial Report, from October 1, 1912, to September 30, 1914. Salem, 1914. 195 pp.*

Describes briefly the inspection and other administrative work of the bureau and gives statistics of accidents, of labor unions, and of strikes, and miscellaneous statistics.



*Industrial Welfare Commission of the State of Oregon. Report on the power laundries in Portland.*

Gives the results of an investigation made to learn whether the physical demands of the work are excessive for the strength of the average woman worker, whether sufficient ventilation is provided, whether a learner's period with reduced wages is necessary in all departments, and the extent to which the short week in the industry interferes with the earning of a living wage. A summary of the results will appear in the next issue of the REVIEW.

**Pennsylvania.**—*Department of Labor and Industry. Bureau of Statistics and Information. First Annual Report. Part 1, production, wages, employees, immigration, and unemployment. Harrisburg, 1915. 282 pp.*

Contains production statistics, also information concerning immigration and unemployment, the latter section including a brief discussion of private employment agencies, labor contractors, etc., with recommendations in regard to the establishment of free public employment offices. These recommendations are quoted in full as follows:

1. That a bureau of employment and immigration be created within the department of labor and industry, to be in charge of a director under the direction and supervision of the commissioner of labor and industry.
2. That this bureau be given power to bring about communication between workers and the employers, and generally to facilitate the distribution of native and immigrant labor throughout the State.
3. That this bureau be given the power to license, supervise, and regulate the business of all private employment agents, labor contractors, and padroni; and that the present employment agency law applying to first and second class cities be repealed.
4. That this bureau be given the power to investigate and inspect all labor camps or housing accommodations maintained directly or indirectly in connection with any factory, manufacturing establishment, transportation line, or any business or industry, by any individual, firm, or company whatsoever; to investigate or inspect the business or place of business of all immigrant lodging place keepers, and of all steamship ticket agents; and generally to investigate and inspect all kinds of business affecting the welfare and conditions of immigrants and aliens within the State.
5. That this bureau be given the power to hold hearings, take testimony, make investigations and inquiries, and to take steps toward prosecution with reference to all matters within its jurisdiction; and that it be given authority to entertain and investigate any and all complaints of aliens against any individual, firm, company, or corporation whatsoever; and that it be given authority to entertain and investigate any and all complaints against any employment agent; and to cooperate with any properly constituted authorities in the prosecution of offenders.
6. That, finally, this bureau be given authority and be required to cooperate with all officials and authorities of the United States, or of any State, or of this State, for the common good and welfare of all employees and employers, and of all citizens and immigrants residing within the State.

*Department of Labor and Industry. Monthly Bulletin, December, 1914 (vol. 1, No. 7). 174 pp.*

Contains articles on the new accident report form, the new standard code of the cause of accidents, the value of eye goggles, and the departmental report for 1913 and 1914. The departmental report reviews the work of the department for the year and reproduces the safety standards of the industrial board, covering the subjects of power transmission machinery, standard railings and toe boards, stationary steam engines, machine tools, forging and stamping, polishing and grinding, compressed air, wood-working machinery, and bakeshops. Suggested rules and regulations for the erection, construction, etc., of moving-picture theaters, adopted as recommendations by the industrial board, are also included.

*Department of Labor and Industry. Monthly Bulletin, January, 1915 (vol. 2, No. 1). Harrisburg, 1915. 98 pp.*

Contains report of (1) accidents reported during 1915, (2) inspection of tobacco and stogy factories in Pennsylvania, and (3) conditions of women in mercantile establish-



ments in Philadelphia. The last of these reports, which takes up 84 of the 98 pages of the bulletin, will be summarized in the next issue of the REVIEW.

Industrial accidents to the number of 38,126 were received and classified as to the industries in which they occurred and the nature of the injuries received. Only accidents involving a loss of over 2 days are included. As Pennsylvania was without a compensation law it may be assumed that this number does not represent all the accidents in Pennsylvania industries under the definition given of reported accidents.

These accidents involved a wage loss to employees of \$1,048,504 and a working-day loss of 426,824 days, or approximately an average loss of 12 days for each person injured. The number of persons actually dependent on the wage earners injured was 64,076, so that in reality the income was temporarily taken away from over 100,000 persons during the year. In other words, taking the population of the State to be, in round numbers, 7,700,000, one person out of every 77 in the Commonwealth was directly affected.

The following table shows the number of persons injured, by industries and nature of injuries, and also the number of dependents.

INDUSTRIAL ACCIDENTS INVOLVING A WORKING TIME LOSS OF OVER TWO DAYS,  
BY INDUSTRIES AND CLASS OF INJURIES, PENNSYLVANIA, 1914.

[Not including accidents reported to the department of mines or to the public service commission.]

Industries.	Persons injured under each class of injuries.									Total.	Total dependents.
	Burns and scalds.	Crushes and bruises.	Cuts and lacerations.	Fractures, sprains, and dislocations.	Loss of parts.	Hernia.	Blood poisoning.	Puncture.	Unclassified.		
Nursery products—Plants and flowers.....		2	4	1						7	19
Engineering and laboratory service.....	1	9	12	8		1			1	32	41
Building trades.....	35	284	232	149	4		5	15	25	749	1,145
Chemical and allied products.....	56	185	149	105	1	1	3	7	21	528	792
Clay, glass, and stone products.....	48	311	480	131	10	2	5	10	49	1,046	1,518
Clothing manufacture.....	2	19	16	14				2	2	55	34
Food and kindred products.....	19	89	104	44	2		1	5	11	275	249
Leather and rubber goods.....	14	74	76	27	3		1	4	2	201	194
Liquors and beverages.....	1	12	14	12				1	1	41	65
Lumber and its manufacture.....	2	68	147	27	6	1		8	2	261	246
Paper and paper products.....	20	136	83	45	4		1	4	7	300	222
Printing trades.....	2	51	41	11	4			1	1	111	66
Textiles.....	18	119	162	60	5		5	8	9	386	245
Miscellaneous products.....	33	110	87	55	4	1	2	7	10	309	388
Laundries.....	4	5	2	2	1			2	1	17	8
Metals and metal products.....	1,973	6,660	5,965	2,774	161	53	75	296	975	18,932	30,796
Mines and quarries.....	33	221	311	93	5			9	9	681	1,244
Public service.....	755	6,489	3,386	2,567	12	14	16	237	691	14,167	26,772
Tobacco and its products.....	1	11	3	2	1					18	16
Unclassified industries.....	1	5	1	3						10	16
Total.....	3,018	14,860	11,275	6,130	223	73	114	616	1,817	38,126	64,076

The injuries which resulted fatally and nonfatally, the wages lost and the number of working days lost are shown in the following table.

## INDUSTRIAL ACCIDENTS, FATAL AND NONFATAL, INVOLVING A WORKING TIME LOSS OF OVER TWO DAYS, PENNSYLVANIA, 1914.

[Not including accidents reported to the department of mines or to the public service commission.]

Industries.	Number of persons injured—				Number of days lost.	Wages lost.
	Fatally.		Nonfatally.			
	Male.	Female.	Male.	Female.		
Nursery products—Plants and flowers.	1	.....	5	1	28	\$147
Engineering and laboratory service.....	6	.....	23	3	221	488
Building trades.....	32	.....	715	2	5,552	13,918
Chemical and allied products.....	31	.....	496	1	4,783	9,565
Clay, glass, and stone products.....	38	.....	997	11	12,183	24,368
Clothing manufacture.....	1	.....	43	11	565	997
Food and kindred products.....	1	.....	248	26	2,875	5,693
Leather and rubber goods.....	5	.....	195	1	1,977	4,014
Liquors and beverages.....	1	.....	40	.....	580	1,553
Lumber and its remanufacture.....	8	.....	251	2	2,686	5,441
Paper and paper products.....	4	.....	278	18	2,628	4,683
Printing trades.....	.....	.....	99	12	1,559	3,002
Textiles.....	10	1	310	65	4,184	7,230
Miscellaneous products.....	11	1	292	5	3,294	7,173
Laundries.....	1	.....	8	8	237	595
Metals and metal products.....	158	.....	18,755	19	225,372	547,026
Mines and quarries.....	26	.....	655	.....	6,302	13,104
Public service.....	42	.....	14,093	32	151,318	398,299
Tobacco and its products.....	.....	.....	16	2	356	884
Unclassified industries.....	1	.....	8	1	124	294
Total.....	377	2	37,527	220	426,824	1,048,504

In the following table is shown the number of accidents which occurred under each of three specified causes. In 86.6 per cent of the accidents the cause was not stated.

## INDUSTRIAL ACCIDENTS INVOLVING A WORKING TIME LOSS OF OVER TWO DAYS, BY CAUSES, PENNSYLVANIA, 1914.

[Not including accidents reported to the department of mines or to the public service commission.]

Industries.	Cause. <sup>1</sup>			
	Defective equipment.	Lack of safeguards.	Careless methods.	Cause not given.
Nursery products—Plants and flowers.	.....	.....	2	5
Engineering and laboratory service.	.....	.....	2	30
Building trades.	2	1	47	699
Chemical and allied products.	.....	3	69	456
Clay, glass, and stone products.	1	2	123	920
Clothing manufacture.	.....	.....	3	52
Food and kindred products.	2	1	29	243
Leather and rubber goods.	.....	.....	44	157
Liquors and beverages.	.....	.....	6	35
Lumber and its remanufacture.	.....	.....	43	218
Paper and paper products.	2	1	44	253
Printing trades.	.....	.....	25	86
Textiles.	.....	2	63	321
Miscellaneous products.	.....	3	52	254
Laundries.	.....	.....	1	14
Metals and metal products.	47	47	2,989	15,849
Mines and quarries.	2	.....	23	656
Public service.	10	6	1,297	12,851
Tobacco and its products.	.....	.....	4	14
Unclassified industries.	.....	.....	.....	10
Total.	66	66	4,866	33,123

<sup>1</sup> Figures do not total 33,126. Figures are given as shown in the report.

Five hundred and thirty-five establishments are engaged in the manufacture of cigars and stogies, employing 33,114 persons, of whom 13,049, or 39.4 per cent, were males and 20,065, or 60.6 per cent, were females.

During the year 1914, 111 of these factories were inspected, attention being given chiefly to ventilation, lighting, toilets and other conveniences, and general cleanliness. One shop was ordered closed for the reason that no toilet was available.

Measurement of the workrooms disclosed the fact that none were overcrowded beyond the legal requirement of 250 cubic feet of air space for each person. The factories inspected employed 11,141 persons, 27.5 per cent of whom were males and 72.5 per cent females. The number of employees under 16 years of age was 49 males and 396 females.

As a result of these inspections the report makes the following recommendations:

No minor under 16 years of age should be employed in factories engaged in the manufacture of tobacco products.

Sufficient air, of suitable temperature and humidity, should be provided. If necessary, mechanical means for accomplishing this should be installed.

Adequate wash, dressing, and lunch rooms, properly separated from the workrooms, should be provided. Employees should not be allowed to remain in the workrooms during lunch hour, and the rooms should be thoroughly aired during this time.

Windows should be kept clean, and artificial lights should be properly arranged and so shaded as to protect the eyes of the workers.

*Industrial Accident Commission. Report, 1915. 51 pp.*

The report of a commission appointed by the Pennsylvania General Assembly to investigate and report with reference to the advisability of workmen's compensation legislation. The Pennsylvania Legislature in its session of 1915 enacted a compensation act.

**Rhode Island.**—*Factory Inspection Department. Twenty-first Annual Report. Providence, 1915. 13 pp.*

A brief statistical review of factory inspection work. The report urges the necessity of providing adequate means of egress from factories and workshops in case of fire.

**South Dakota.**—*State Inspector of Mines. Twenty-fifth Annual Report for the year ending November 1, 1914. 23 pp.*

Contains descriptions of the principal mines of the State and statistics of mine accidents. The report shows only 14 accidents, 4 of which were fatal, during the year. The number of persons employed in mines is given as 3,040, 1,344 of whom were employed under ground.

**Tennessee.**—*Mining Department. Twenty-fourth Annual Report. Mineral resources of Tennessee, 1914. Nashville, 1915. 147 pp.*

A list of the principal mineral products of the State is given, including the character and condition of the mine, its production, employees, wages, days in operation, and industrial accidents.

The report shows 24 fatal and 129 nonfatal accidents in the Tennessee coal mines. The average number of persons employed is given as 10,948.

**Utah.**—*Department of Mines and Mining. Tenth Biennial Report, 1913 and 1914. Salt Lake, 1915. 149 pp.*

Contains in detail the results of the inspection work of the department, fatal accidents, and coal production. A total of 16 fatal and 63 nonfatal accidents was reported to the department during the period. The number of men employed is given as 4,641.

**Vermont.**—*Factory Inspector. First Biennial Report. Rutland, 1914. 47 pp.*

Reviews the operations of the factory inspector and gives detailed reports of fatal accidents and a summary of nonfatal accidents. The inspector submits certain suggestions for new legislation in regard to reporting accidents, sanitation of factories, fire escapes, opening of doors outward, handrails for stairs, elevator guards, the guarding of machinery, heating and ventilating, and the protection of stone cutters from stone dust.



**Virginia.**—*Bureau of Labor and Industrial Statistics. Seventeenth Annual Report, 1914. Richmond, 1914. 192 pp.*

Devoted chiefly to statistics of the various industries of the State, showing capital invested, value of product, wages paid, and the wage rates for the various occupations. The section devoted to the enforcement of labor laws gives the permits issued allowing employment of children between the ages of 12 and 14, gives the results by industries of the bureau's inspection and shows in detail the record of prosecutions against persons violating the labor laws. Report on coal mines shows a total of 26 fatal and 320 nonfatal accidents during 1914.

**Washington.**—*Bureau of Labor. The safety-first movement in factories, mills, and workshops in the State of Washington for 1914. 24 pp.*

Shows the work in the interest of safety and the progress of the movement in Washington.

*Inspector of Coal Mines. Sixteenth Biennial Report for the period ending December 13, 1914. Olympia, 1915. 117 pp.*

Gives statistics of mine production, including also days in operation and wages. The report shows 22 fatal accidents in 1913 and 17 in 1914 and 773 nonfatal accidents in 1913 and 831 in 1914.

**West Virginia.**—*Bureau of Labor. Twelfth Biennial Report, 1913 and 1914. 218 pp.*

Contains sections on statistics of manufactures, the work of inspection, labor unions in West Virginia, oil and gas industries, an industrial directory of the State, and the labor laws of West Virginia.

**Wisconsin.**—*Industrial Commission. Labor camps in Wisconsin. 48 pp.*

Contains the result of a special investigation of 65 camps, capable of accommodating 5,000 men. The investigation included railroad camps of all important roads in the State, lumber camps, ice camps, and also camps of dock laborers, sugar-beet laborers, paper-mill workers, and laborers employed on the country roads.

*Industrial Commission. Report of old-age relief, issued March 1, 1915. 76 pp.*

The report contains sections on the problem of old-age dependence, methods of old-age relief, proposed plans of old-age relief, condition of the aged in Wisconsin, and foreign systems of old-age relief.

*Industrial Commission. Employment forbidden to children under 16 years of age, issued January 1, 1915.*

The prohibitive employments contained in this order are in two classes—those where any child under 16 years of age may not be employed, and those where any child under 18 years of age may not be employed.

## FOREIGN COUNTRIES.

**Australia (Commonwealth).**—*Bureau of Census and Statistics, Labor and Industrial Branch. Report No. 3 (manufacturing industries in Commonwealth, 1912). Melbourne. 58 pp.*

Contains the results of a special census of manufactures in November, 1912; covers 14,878 establishments employing 292,329 workmen. Wage returns were obtained from 96 per cent of all establishments reporting, including 97 per cent of the total number of employees reported. The total amount of wages paid during the week ending November 30, 1912, was obtained, together with the number of employees exclusive of managers, superintendents, accountants, and clerks, but inclusive of outworkers. Classified wages were reported for these, and for pieceworkers the average weekly earnings.

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## NUMBER OF EMPLOYEES IN MANUFACTURES, CLASSIFIED BY INDUSTRIES, NOVEMBER, 1912.

Industrial class.	New South Wales.	Victoria.	Queensland.	South Australia.	West Australia.	Tasmania.	Commonwealth.
<b>MALES.</b>							
Raw material.....	3,303	2,573	484	817	198	212	7,587
Oils and fat.....	818	497	119	192	55	17	1,698
Stone, clay, etc.....	5,757	3,536	503	1,237	510	206	11,809
Wood working.....	8,138	6,027	3,667	1,538	5,353	1,766	26,489
Machine industries, etc.....	24,595	17,931	6,196	7,431	3,160	1,473	60,786
Food, drink, etc.....	9,662	8,782	8,459	2,489	1,224	888	31,504
Clothing, etc.....	6,095	7,838	1,515	1,107	423	449	17,427
Printing, etc.....	5,427	4,707	1,422	1,121	674	409	13,760
Musical instruments.....	337	159	-----	18	-----	-----	514
Arms, explosives, etc.....	250	225	-----	3	-----	-----	478
Vehicles, saddlery, etc.....	3,788	3,883	1,330	1,326	515	396	11,238
Shipbuilding, etc.....	2,457	160	312	146	22	44	3,141
Furniture, etc.....	3,027	2,447	903	1,056	481	308	8,222
Drugs, chemicals.....	670	1,082	28	335	183	-----	2,298
Scientific instruments.....	66	66	15	5	10	-----	162
Jewelry, etc.....	567	813	75	150	71	27	1,703
Heat, light, power.....	3,308	2,248	725	658	339	303	7,581
Leatherware (n. e. i.).....	254	321	45	17	16	-----	653
Minor wares (n. e. i.).....	525	1,228	86	142	68	29	2,078
<b>Total.....</b>	<b>79,044</b>	<b>64,523</b>	<b>25,944</b>	<b>19,788</b>	<b>13,302</b>	<b>6,527</b>	<b>209,128</b>
<b>FEMALES.</b>							
Food, drink, etc.....	2,903	3,188	468	474	151	183	7,367
Clothing, etc.....	17,457	26,564	5,710	3,980	2,003	1,048	56,762
Printing, etc.....	1,953	2,094	526	518	180	81	5,352
All others.....	2,046	2,332	195	165	95	55	4,888
<b>Total.....</b>	<b>24,359</b>	<b>34,178</b>	<b>6,899</b>	<b>5,137</b>	<b>2,429</b>	<b>1,367</b>	<b>74,369</b>

*Bureau of Census and Statistics, Labor and Industrial Branch. Report No. 4 (expenditure on living in the Commonwealth, November, 1913). Melbourne. 36 pp.*

An investigation of the cost of living by means of household budgets covering four weeks (November 2 to 29, 1913). Number of books sent out 7,000, and number returned filled out 417, or 6 per cent; 25 rejected, and returns based on 392 complete family budgets. The average number of persons per family was 5.1. Of the total number of families 183 were those of skilled laborers; unskilled laborers, 84; clerks, 43; professional men, 34; commercial employees, 35; agricultural laborers, 2; the remainder not specified. The average weekly income of all 392 families was £3 16s. 8d. (\$18.65), and the average weekly expenditure was £3 13s. 6d. (\$17.88). Fifty-six and one-tenth per cent of all the families were dependent on the income of the husband alone. The percentage of expenditures classified thus:

Housing .....	12. 36
Food.....	41. 16
Clothing .....	13. 61
Fuel and light.....	4. 53
Other.....	28. 34
<b>Total .....</b>	<b>100. 00</b>

*Bureau of Census and Statistics, Labor and Industrial Branch. Report No. 5 (prices, cost of living, wages, trade-unions, unemployment, and general industrial conditions, 1913-14). Melbourne. 131 pp.*

Contains information in summarized form regarding trade-unions, unemployment, rents, cost of living, and general industrial conditions which have been

the subject of investigation since 1913 by the Commonwealth Bureau of Census and Statistics.

*Bureau of Census and Statistics. Official Yearbook of the Commonwealth of Australia, containing authoritative statistics for the period 1901-1913 (No. 7, 1914). 1098 pp.*

The material in this book is classified in 34 sections, of which sections 27 and 33 are of interest to labor. Section 27 contains information concerning trade-unionism and industrial legislation in Australia, and section 33 summarizes labor and industrial statistics of various kinds, such as those relating to labor organizations, fluctuations in employment and unemployment, changes in rates of wages, current rates of wages in different States, retail prices, house rents, cost of living, and wholesale prices.

*Court of Conciliation and Arbitration. Annual Arbitration Reports, 1913 (vol. 7).*

These are in the form of the usual reports of courts of record. The first case arising under the Arbitration (Public Service) Act, 1911, that concerning wages and conditions of employment of mechanics and others in the telephone and telegraph service, is here reported. The court increased the minimum of 1900 for mechanics in telephone service on three grounds: (1) increased living cost; (2) increased complexity of work required of employees; (3) demand for greater efficiency in the service. Hours were reduced to 44 per week to conform to indoor clerical employments. Replying to the claim of the trade-unions for promotions based on seniority, the court said: "Efficiency is the first consideration, and seniority comes into account only when efficiency is equal" (p. 18). Replying to the argument that security of tenure, leave of absence, etc., for Government employees should militate against increase of wages, the court said:

"But (1) these are not absolute privileges; they depend largely on the discretion of the chief officers or other authorities, and on the conduct of the officers as it appears to these authorities; (2) certain of these privileges are commonly extended now to outside employees by industrial awards and industrial agreements; (3) a man who becomes a public servant renounces forever the chance which, even still, many outside the service would have of becoming their own masters; (4) it can not be supposed that the public of Australia, in granting such privileges as these, meant that they should be a ground for giving less wages than would otherwise be proper, or that the public servants should purchase the privilege out of their wages; (5) it is the interest of the public, an interest which this court should regard as supreme, to attract men as good as can be found to the service of such public utilities" (p. 13).

In the case of the Federated Gas Employees' Industrial Union *v.* The Metropolitan Gas Co. et al., regarding the fixing of a minimum wage, the court held:

"I refuse to be affected by the fact that one of the employers, whether by skillful management, or by enterprise, or by the hugeness of its output, or by its good fortune, can make very large profits. The minimum wage \* \* \* must be primarily based on the needs and the qualifications of the class of workers concerned—not usually, on the affluence of the employer. If the conditions and the merits of the class of workers are substantially the same in the several companies, I ought to prescribe the same minimum; otherwise if I increase the minimum by reason of wealth, I must reduce the minimum by reason of poverty, and the object of the minimum wage would be defeated" (p. 72).



*Department of the Treasury. Old-age Pensions: Statement for the twelve months ending June 30, 1914. [Melbourne, 1914.] 12 pp.*

Contains a report of operations under the Invalid and Old-age Pensions Act of Australia, 1909. There are reported 104,645 pensioners on the rolls June 30, 1914 (\$7,780 old-age, 16,865 invalid), to whom there was paid in pensions during the year £2,579,265 (\$12,551,994). The average pension paid for the two-week period ending June 30, 1914, was 19s. 5d. (\$4.72). The cost of administration was reported as 1.8 per cent of the total paid in pensions and asylum-benefit payments.

*NEW SOUTH WALES.—Commission of Inquiry into the Question of the Housing of Workmen in Europe and America. Sydney. 1913. 283 pp. Illustrations, maps, diagrams:*

This is the report of a commission appointed by the Governor of New South Wales, August 22, 1912. There are discussed such topics as: The housing problem; housing conditions to-day, causes and effects; general trend of legislation; housing by the State; municipal housing; housing by industrial companies; housing by associations; copartnership housing; garden cities; tenement or block dwellings versus cottages; possibility of building good houses cheaply; town planning as preventive of future evils. Legislation is recommended looking toward (1) a general housing and town planning act; (2) an amendment of the public health, building, and roads acts so as to permit of a graduated width of streets for different purposes, requiring minimum standards as to size of lots, regulating buildings thereon, etc., minima as to height and ventilation, air space and overcrowding; and (3) provision of rural villages for city workers. A housing and town planning act should lodge general control in a branch of the local government for that purpose, and provide for the maintenance of full and accurate statistics in regard to housing; the duties of municipalities and counties should comprise careful inspection, power to demolish slum areas and rebuild, to lay out and purchase land for housing purposes, create a connected system of parks, boulevards, and playgrounds, control factory areas, etc.

Copartnership housing should be encouraged by the loan of moneys from the savings bank or from a special fund, while the State should also give direct assistance in providing proper transportation facilities to garden city centers. Organization of household service on a common basis is suggested.

*Industrial Arbitration Court. The Industrial Arbitration Reports, 1914 (Vol. XIII—6 parts.) Sydney.*

Contains the reports of cases contested and industrial agreements entered into under the Arbitration and Conciliation Act. In the case of *The Minister v. Smith et al.*, under an award affecting a transfer company of Newcastle and its employees, it was provided that the drivers of wagons should assist one another in loading. Upon the refusal of the men to do this, but otherwise continuing their work, the court held, as follows: "That where men in concert refuse to work under the existing conditions of their employment, that then that act constitutes a strike, and the mere fact that they are permitted to continue in the employment without being dismissed, even though the employer does not assent to their refusal, does not deprive or destroy the character of strike which those acts constitute" (p. 170).

The war having caused considerable disturbance in industry, it became a problem for the different conciliation boards as to how to meet the demands for increases in wages in the making of new agreements. The question was appealed to the court, which, after a somewhat lengthy discussion of the general economic questions arising out of the war, used the words following:

"Government employees and workers in the position of Government employees must not look at present for higher wages; \* \* \* even as to other workers, the presumption is against any claims for increases. That presumption may be displaced in special cases, but the burden rests upon the applicants for higher rates or shorter hours to do so. The main ground upon which they must base it is, \* \* \* can the increase asked for be given without detriment to the public interest? \* \* \*

"Why are improved conditions not to be granted even in industries which have been improved owing to the war? The answer is that claims for improved conditions should certainly be heard if what we were considering was the condition created in the industry by the war, and not the condition created in the community by the war. If an industry is prospering, the employees get plenty of work and the employers plenty of business and both benefit, while in other industries work is dull and both suffer; but if any output at all is loaded with heavier expenses, those expenses must be borne by the community. It might very well be that to increase the output cost in a prosperous industry would hit the public harder than to increase it in a depressed industry. Perhaps a case in which an industry is prospering, not through mere increased consumption of the product at the same price but through higher prices being demanded for the product simply because the war made it specially necessary, might be an exception" (pp. 311, 312).

QUEENSLAND.—*Department of Labor. Report of the Director of Labor and Chief Inspector of Factories and Shops for the year ending June 30, 1914. Brisbane, 1914. 131 pp.*

A part of the report relates to the labor market and the activities of the public employment bureaus. During the year 1913-14, 10,120 applications were made for positions, 8,934 applications for help were made, and 7,035 places were found. On March 31, 1913, there were reported 2,491 registered factories; on March 31, 1914, 2,643. The number employed March 31, 1909, was 22,152; on March 31, 1913, 28,666; and on March 31, 1914, 29,117. Of the total males employed as of March 31, 1914, 19 were 13 years of age; 369, 14 years; 637, 15 years; 933, 16 years, and 824, 17 years of age. Among females the numbers for the corresponding years of age was 14, 335, 594, 815, and 851. Detailed tables are presented showing wages in different occupations and overtime work.

TASMANIA.—*Chief Inspector of Factories. First Annual Report of the Chief Inspector of Factories on the Factories, Wage Boards, and Shops Closing Acts. Hobart, 1912. 60 pp.*

The period covered by the report dates from April 1, 1911, to June 30, 1912. There is presented a summarized analysis of the acts subject to the administration of the factory inspector, who is under the direction of the Department of Public Health. Of the 7,704 employees working in 896 registered factories at the end of October, 1911, 79 per cent were male and 21 per cent female, while at the end of June, 1912, in 938 registered factories, in which there were 7,841 employees, 80 per cent were males and 20 per cent females. The percentage of employees in 1911 between 14 and 16 years of age was 7.4, while in 1912 it had declined to 6.6 per cent. Of the 958 factories registered in 1911, 311 were inspected by local authorities; and in 1912, of 887 registered, 327 were inspected by the same authorities. Under the Wages Board Act boards had been organized for 20 trades; 42 licenses to hire aged, slow, and infirm workers had been granted.

WESTERN AUSTRALIA.—*Colonial Secretary's Office. Reports of proceedings before the court of arbitration (vol. 12). Perth, 1913. 294 pp.*

Contains a report of cases before the court of arbitration or its president, and agreements entered into. There are several appendixes, in one of which there are listed the minimum wages for certain designated classes, declared and enforced by the court from time to time through its proceedings, and also a table showing wages payable to workers in the gold mining and copper mining industries under various awards of the court and under industrial agreements up to December 31, 1912.

DENMARK.—*Arbejds- og Fabriktilsynet. Beretning om Arbejds- og Fabriktilsynets Virksomhed. April 1 to December 31, 1913. 40 [41] pp.*

Concerns the enforcement of the general factory law of 1901, the safeguarding of machinery law, 1889 (both consolidated and amended 1913), the steam-boiler inspection laws, 1875 and 1896, the bakery inspection law, 1912, and the law on the employment of seasonal immigrant labor, 1912. The inspectorial staff consists of a director, two office associates, a clerk, a technical associate, 18 male inspectors and one female inspector, together with two consulting experts. In conformity with the above laws, 26,187 inspections were made (4,913 under factory law), while the number of establishments was 26,661, a ratio of 93 inspections to every 100 establishments. There were 39 prosecutions under the factory law, the largest number (17) due to a failure to keep proper registers of employees and to post notices. The fines assessed amounted to 980 crowns (\$262.64). Under the bakery law there were 138 prosecutions, giving rise to fines of 2,222 crowns (\$595.50).

The report also contains a list of orders issued in pursuance of the laws mentioned above.

STATISTIKKE DEPARTMENT. *Statistik Aarbog. 19de Aargang, 1914. Copenhagen, 220 [224] pp.*

This is the 19th issue of the Danish statistical yearbook; it contains a classified table of contents both in the vernacular and in French, divided into 12 sections, together with an index. Of interest to labor are section 2, a part of which contains tables of retail and wholesale prices, with index numbers of the latter, and section 5, relating wholly to labor statistics, presenting statistical information concerning social insurance, unemployment, employment agencies, strikes and lockouts, hours of labor, wages of both industrial and agricultural laborers, trade-union statistics, employers' associations, cooperation, old-age pensions, and sick-benefit funds.

FRANCE.—*Commission Supérieure de la Caisse Nationale des Retraites pour la Vieillesse. Rapport. Année 1913. Paris, 1914. 109 pp.*

Contains account of operations under the old-age and invalidity pensions acts of 1886, 1898, and 1910 (see Twenty-fourth Annual Report of this Bureau, 1909. Washington, 1911. pp. 831-945). The number of persons in receipt of pensions on December 31, 1913, was 362,876, whose average annual pension amounted to 132 francs (\$25.48); five years previous (1908) the number of pensioners was 306,736, whose average annual pension was 131 francs (\$25.28).

GERMANY.—*Reichsamt des Innern. Jahresberichte der Gewerbe-aufsichtsbeamten und Bergbehörden für das Jahr 1913 (4 vols.). Berlin, 1914.*

The annual reports of the factory and mine inspectors are, as usual, compiled separately for each State of the Empire with a statistical summary in the final volume of the set. The total number of establishments in the empire subject to inspection in 1913 was 324,524, employing 7,386,173 workers, as com-



pared with 311,582 establishments in 1912, which employed 7,271,725 workers. The number of establishments inspected in 1913 was 56 per cent of the total, as compared with 54.6 per cent in 1912. The inspections of 1913, however, covered only 83.3 per cent of the total employed, while those of 1912 covered 84.6 per cent of the employed force.

The total factory inspection force of the States of the Empire numbered 569 persons, including district heads, factory inspectors, scientific experts, and women inspectors; the number of mine inspectors was 123.

For further details concerning factory inspection in Germany reference is made to Bulletin 142 of this Bureau.

**Great Britain.**—*Board of Education. Correspondence relating to school attendance between the board of education and certain local education authorities since the outbreak of war. London, 1915. 19 pp.*

Relates to the possibility of exemption from school attendance of children 13 years of age and over in order that these may be employed to assist in the harvesting of the crop, etc., pending the dearth of labor during the war.

*Board of Trade (Department of Labor Statistics). Industrial Directory of the United Kingdom for 1914. London, 1914. 287 pp.*

This is the ninth publication of its kind. There are listed 1,528 employers' associations, excluding such organizations as chambers of commerce, of agriculture and of shipping, trade protection and insurance societies, and associations existing for objects of a purely commercial or technical character. The list of trade-unions numbers 1,133; there are listed 111 federations of trade-unions, 284 trades councils, and 4 federations of trades councils. Included are also 340 voluntary permanent conciliation and arbitration boards and standing joint committees. Among other associations enumerated are 3,346 cooperative societies and 554 friendly societies.

*Board of Trade (Department of Labor Statistics). Seventeenth Abstract of Labor Statistics of the United Kingdom. London, 1915. 348 pp.*

This is in the nature of a statistical yearbook relating to labor; the subject matter is classified into 11 main sections: Employment; production and consumption; wages and hours of labor; wholesale and retail prices; cost of living; industrial diseases and accidents; national insurance, workmen's compensations, and old-age pensions; strikes and lockouts, and conciliation and arbitration; associations of employers and workpeople; growth, movement, housing, ages, and occupations of the population; and savings banks and pauperism. The figures generally relate to the year 1913, although in a few instances those for 1914 are available.

*Board of Trade. Report on the state of employment in the United Kingdom in October, 1914. 41 pp.*

*Report on the state of employment in the United Kingdom in December, 1914. 9 pp.*

The returns for October were based on reports from over 20,000 industrial concerns, while the report for December covers 23,000 industrial concerns. The number of workpeople involved was approximately 4,000,000, or about 43 per cent of the industrial population of the Kingdom. A summary table follows.

## STATE OF EMPLOYMENT IN THE UNITED KINGDOM DURING SEPTEMBER, OCTOBER AND DECEMBER, AS COMPARED WITH THE PERIOD BEFORE THE WAR.

	Males.			Females.		
	Septem-ber.	October.	Decem-ber.	Septem-ber.	October.	Decem-ber.
	<i>Per cent.</i>	<i>Per cent.</i>	<i>Per cent.</i>	<i>Per cent.</i>	<i>Per cent.</i>	<i>Per cent.</i>
Employed in July.....	100.0	100.0	100.0	100.0	100.0	100.0
Still on full time.....	60.2	66.8	65.6	53.5	61.9	66.9
On overtime.....	3.6	5.2	13.0	2.1	5.9	10.8
On short time.....	26.0	17.3	10.8	36.0	26.0	19.1
Reduction in numbers employed.....	10.2	10.7	10.6	8.4	6.2	3.2
Known by employers to have joined the forces.....	8.8	10.6	13.3			
Net displacement (—) or replacement (+).....	—1.4	— .1	+ 2.7	—8.4	—6.2	—3.2

*Central Committee on Women's Employment. Interim Report. London, 1915.*  
42 pp.

This is the report of the committee appointed by Parliament on August 20, 1914, to consider the opportunities for employment for women left unemployed on account of the war. The committee studied the possibility of opening up new trades for women, but little actual work was attempted along that line. Two schemes, however, were put into operation. The first, promoted by the Board of Agriculture, consisted of opening a canning factory at Studley College; the second scheme was an experiment in the employment of working girls in fruit growing at Radlett. The experiments were reported as successful.

*Home Department. Explosions in Mines Committee. Sixth Report. London, 1914. 17 pp.*

Contains a brief report upon the effect of small quantities of gas on the inflammability of equal mixtures of coal dust and incombustible dust, concerning watering of coal dust, and concerning experiments with various incombustible dusts. Among the conclusions set forth are the following: (1) The presence of fire damp may slightly facilitate the inflammation of pure coal dust, yet it does not diminish appreciably the protective effect of incombustible dust; (2) the wetting of coal dust in a gallery can best be effected by a fine mist, which sinks into and is absorbed by the dust; (3) all protective action of dust is mainly dependent upon its fineness and not upon its chemical composition; (4) the reduction of the oxygen content of air to as low as 17 per cent does not seem to insure freedom from explosions.

*Home Office. Mines and Quarries. General Report, with statistics, for 1913 (3 vols.). London, 1914.*

Part 1 consists of statistics of persons employed, output, accidents, etc., arranged according to inspection districts; part 2 shows details regarding labor; and part 3 concerning output.

According to this report, the total number of persons employed in and about mines and quarries in the United Kingdom for 1913 was 1,236,211, of whom 1,155,302 were employed in and about mines and 80,909 in and about quarries. Of the persons employed in mines 926,359 worked under ground. There were 6,748 females employed above ground in or about mines. A summary table of persons employed follows.

## PERSONS EMPLOYED AT ALL MINES UNDER THE COAL AND METALLIFEROUS MINES REGULATION ACTS, CLASSIFIED ACCORDING TO AGE AND SEX.

	Kind of mine.				
	Coal mines.	Iron mines.	Other mines.	Total in 1913.	Total in preceding year.
Number of mines at work.....	3,121	141	660	3,922	3,910
UNDERGROUND.					
Males:					
Under 16 years of age.....	51,005	315	481	51,801	50,678
Over 16 years of age.....	844,852	13,733	15,973	874,558	844,807
Total, underground.....	895,857	14,048	16,454	926,359	895,485
ABOVEGROUND.					
Males:					
Under 14 years of age.....	5,517	53	13	5,583	4,664
14 to 16 years of age.....	16,016	374	618	17,008	15,704
Over 16 years of age.....	186,940	3,531	9,133	199,604	194,633
Total males.....	208,473	3,958	9,764	222,195	215,001
Females:					
Under 14 years of age.....	31			31	30
14 to 16 years of age.....	911		17	928	912
Over 16 years of age.....	5,612	6	171	5,789	5,720
Total females.....	6,554	6	188	6,748	6,662
Grand total, aboveground.....	215,027	3,964	9,952	228,943	221,663
Total underground and aboveground.	1,110,884	18,012	26,406	1,155,302	1,117,148
Percentage of total number.....	96.1	1.6	2.3	100.0	100.0
Comparison of total number employed with that of preceding year.....	+38,491	+53	-390	+38,154	+20,910

*Home Office. Report on Conferences between Employers, Operatives, and Inspectors concerning the Precautions necessary for Health and Safety in Tinplate Factories. London, 1914, 12 pp.*

Contains reports of the conferences as stated, as well as the rules which were adopted after agreement.

*Home Office. Thirty-eighth Annual Report of His Majesty's Inspectors of Explosives. London, 1914. 53 pp.*

Contains a report of the annual operations under the Explosives Act of 1875, and relates to the manufacture, storage, packing, and transportation of explosives, number of accidents, etc. In the manufacture of explosives there were reported during the course of the year 86 accidents, causing the death of 13 persons. As these fatalities were due to only five explosions, it is apparent that the larger portion of the accidents were free from fatal results. However, the number of deaths is in excess of the yearly average (6.9) for the preceding 10-year period. The number of accidents occurring in the use of explosives in the course of the year was 403, causing 48 fatalities. Contains summary paragraphs as to accidents in handling explosives, etc., in various countries.

*Local Government Board. Government Belgian Refugees Committee. First Report. 62 pp. Minutes of Evidence. London, 1914 and 1915. 224 pp.*

Contains a report of the activities undertaken by the Local Government Board for the care of Belgian refugees in England. Up to the time of this report (1914) it was estimated that about 1,000,000 persons, or nearly a sixth of the total population, had abandoned Belgian soil; of these some 500,000 or more were reported to have fled to Holland, while in England about



110,000 had arrived. The remainder were reported to have fled to France. The principal work of the committee consisted in finding positions for these refugees, although only 607 were reported (Dec. 21) to have been placed through the labor exchanges. The reason why so small a number had been placed was explained by the fact that the machinery for notifying the vacancies to the refugees was defective, and that the labor exchanges were required to conform to certain arduous conditions, viz, (1) that they must not send unmarried men of military age to employers, (2) that they must not supply Belgians until they are satisfied that no suitable British laborers are available, and (3) that they must not supply Belgians until they are satisfied that the wages paid are equal to those paid by good employers.

*Local Government Board. Housing by Local Authorities. London, 1915. 13 pp.*

Contains statement of receipts and expenditures by the London County Council and various local authorities for the housing of the working classes under the acts of 1890 and 1903. The average yearly receipts during a three-year period are reported as £69,542 (\$338,426). The average yearly expenditures for the same period, including loan charges, are £64,511 (\$313,943).

*Local Government Board. Report of the Special Work of the Local Government Board Arising out of the War. (Up to 31st December, 1914.) London, 1915. 42 pp.*

Statement of the relief work of various kinds necessitated by conditions arising from the war, which were met largely by distributing war and other Government contracts so as to provide the greatest amount of employment, and by providing new work on roads, etc. The Government road board arranged to make grants to the extent of £450,000 (\$2,189,925) to be placed on projects involving an expenditure of over £1,000,000 (\$4,866,500).

*Local Government Board. Unemployed Workmen Act, 1905, Report as to the Proceedings of Distress Committees in England and Wales and of the Central Unemployed Body for London during the year ended March 31, 1914.*

There were received, in England and Wales, 24,300 applications for out-of-work assistance, of which number 16,349 were acted upon favorably. Of those so acted upon about 50 per cent were made by casual laborers, 18 per cent by those in the building trades, and 10 per cent by those engaged in the work of hauling and drayage and messenger service. During this same year (1913-14) 9,803 were provided with work, as compared with 18,409 for the year preceding, during which latter year the applications favorably acted upon numbered 30,662.

*Local Government Board. 43d Annual Report, 1913-14. London, 1914 and 1915. 4 vols.*

Consists of 3 separate parts and a supplementary volume. Part 1 relates to the administration of the Poor Law, the Unemployed Workmen Act, 1905, and the Old Age Pension Acts. The Pension Acts administration report shows 984,131 pensioners on March 27, 1914, an increase of 1.7 per cent over March 27, 1913.

Part 2 relates to housing and town planning. "The problem of the housing of the working classes in England and Wales is undoubtedly one of the most serious social problems of the present day, and the attention which it has received both in and out of Parliament during the past few years shows no signs of abatement" (p. v).

Part 3 relates to the administration of the public health laws and local administration and taxation and valuation while the supplement contains the re-

port of the medical officer, the third section of which relates to infant mortality. Since 1901 there has been apparent a marked decline in the infant mortality rate, as well as in the death rate, for children under 5 years of age. "It will be seen that over 21 per cent of the total deaths in infancy and nearly 33 per cent of the total deaths in the first five years of life are due to various infective diseases. \* \* \* The problem of saving child life and securing the correlative improvement in standard of health of survivors to higher ages evidently consists very largely in the prevention of infections, including diarrheal diseases and acute respiratory diseases" (p. xvii).

*National Health Insurance Joint Committee. Outworkers' Committee (Ireland). Report (Vol. 1). London, 1914. 23 pp.*

Considers the advisability of extending the National Health Insurance Act to outworkers in Ireland. For practical reasons this extension was not deemed advisable, as the act in force makes no provision for the extension of medical benefits to those to whom it applies in Ireland, and the outworkers in Ireland, scattered over the agricultural districts, would therefore get very slight benefits for any contributions assessed upon them.

*BIRMINGHAM.—Juvenile Employment Exchange. Report on Birmingham Trades. London, 1913. 6 vols.*

A series of six pamphlets describing the more important trades, indicating the possibilities for work and the possible wages therein.

*BRADFORD.—Education Committee. Occupations open to Young People in Bradford. [Bradford, 1913.] 6 vols.*

A series of six pamphlets which deal with a group of related occupations, consisting of a description of the occupations, together with the possible wages which may be earned in them. It includes such occupations as the building trades, engineering trades, woolen and worsted trades, printing, metal trades, boots and shoes, and other leather work, etc., together with some of the professions such as that of accounting, architecture, teaching, civil service, etc.

*LONDON.—County Council. Training and Employment of Boys in the Building Trades of London. London, 1914, 26 pp., 19 full page charts.*

A study based on census figures concerning the number of boys employed in the building trades in London. On the whole, it appeared that there was a sufficient supply of boys in training for most vacancies offered in the building trades, but that there was not a sufficient number of openings to receive all those who applied.

*Netherlands.—Departemente van binnenlandsche zaken. Algemeen Verslag van Hetgeen met Betrekking tot Verbetering der Volkshuisvesting in de Gemeenten is Verricht in het jaar 1912. The Hague, 1914. 204 pp.*

Contains report on operations under the Dutch housing law of 1901 relating to health and hygiene of dwellings, expropriation of land for housing purposes, and State loans to municipalities and building associations. During the year 1912, to which the report relates, 105 dwellings were declared uninhabitable and subject to remodeling or destruction. Seventy-five loans for housing purposes were allowed by the State to different municipalities and building associations to the amount of 6,491,271.61 florins (\$2,609,491.19), bringing the total loans under the act (1905-1912) up to 15,189,841.51 florins (\$6,106,316.29). Repayments made during the same period amounted to 548,079.45 florins (\$220,327.90). Sixty-six new housing associations were registered during the year as entitled to housing loans, bringing the total on December 31, 1912, up to 224. For further information on housing in the Netherlands, reference is made to Bulletin 158 of this Bureau.

*Centraal Bureau voor de Statistiek. Uitkomsten der Beroepstelling in het Koninkrijk der Nederlanden Gehouden op den een en dertigsten December, 1909. The Hague, 1912-13. 5 vols. (Bijdragen tot de Statistiek van Nederland. New Series. No. 167.)*

These 5 volumes constitute the occupational census of the Netherlands of December 31, 1909, the final volume of which was only recently received (Apr. 19, 1915) by the Bureau. All persons engaged in gainful occupations are here listed, classified by town and commune or other geographical division, by sex, age, and civil status, and by industrial group. No minimum age is indicated, the lowest age classification constituting that group of persons 12 years of age and under. No text or summary tables of any kind are presented. Persons engaged in each specified occupation are classed in one of four groups: (1) Employers and heads of establishments of their own ownership; (2) employers and heads of establishments for others; (3) employees who direct others, i. e., managers, superintendents, etc.; (4) workers or laborers. Thirty-three principal industrial groups are recognized, together with those retired, not reported, or without occupation, as follows: (1) Clay, pottery, and stone; (2) Precious stones; (3) Printing and lithographing; (4) Building, including cleaning of buildings and streets; (5) Chemical industries (oils, varnish, paints, explosives); (6) Wood working, mill work, etc.; (7) Clothing and cleaning thereof; (8) Art industries; (9) Leather, oil cloth, rubber; (10) Mining and peat digging; (11) Metals; (12) Machinery and machine tool manufacture; (13) Ship and boat building; (14) Paper; (15) Textiles; (16) Manufacture of gas and electric power; (17) Foods and drinks; (18) Agriculture; (19) Fishing and hunting; (20) Commerce and trade; (21) Transportation; (22) Banks and credit institutions; (23) Insurance; (24) Liberal professions; (25) Teaching, exclusive of public schools; (26) Care of the poor, sick, and other dependents; (27) Domestic service; (28) Casual laborers; (29) Civil service of the State; (30) Civil service of the Provinces; (31) Civil service of municipalities (not including public works); (32) Canal and waterworks; (33) Clergymen, religious workers, etc.; (34) Retired on pension; (35) Not reported; (36) Without occupation.

NUMBER OF PERSONS IN GAINFUL OCCUPATIONS IN THE NETHERLANDS, DEC. 31, 1909.

	Industry groups.	Male.	Female.	Total.
Manufacturing and mechanical pursuits.....	1-17	675,784	114,353	790,137
Agriculture, fishing, animal husbandry.....	18,19	529,692	112,401	642,093
Trade and transportation.....	20-23	378,829	63,181	442,010
Professional service <sup>1</sup> .....	24,25,33	33,718	18,958	52,676
Public service <sup>2</sup> .....	29-31	64,945	9,729	74,674
Domestic and personal service.....	26,27	13,086	222,323	235,409
Canal and water works.....	32	2,103	12	2,115
Casual laborers.....	28	22,445	30	22,475
All others.....	34,35,36	1,178,523	2,418,063	3,596,586
Total.....		2,899,125	2,959,050	5,858,175

<sup>1</sup> Excluding public school teachers.

<sup>2</sup> Excluding labor on public works and some other industrial enterprises like gas works, etc., but including public school teachers.

*Departement van Landbouw, Nijverheid en Handel. Verslag omtrent den Staat der Rijksverzekeringsbank. The Hague, 1915. 213, vi. pp. Folded tables and diagrams.*

This is a report for the year 1913 of the State insurance bank organized for the administration of the Dutch compensation act of 1901. Compensation is



payable for accidents in the course of employment causing death or disability for over two days; the act covers practically all manufacturing, mining, quarrying, building, and engineering enterprises, and all establishments using power or handling explosive materials, together with transportation and fishing in internal waters; but agriculture is excluded. All workmen, both in private and public employment, are included. During the year 1913 there were reported 82,703 accidents subject to compensation, as compared with 76,496 in 1912, 68,485 in 1911, and 62,963 in 1910. The total number of reported accidents was, however, larger in each year by from 4 to 5 per cent.

AMOUNT PAID IN BENEFITS (MEDICAL COSTS, BURIAL EXPENSES, ACCIDENT COMPENSATION TO DEPENDENTS, ETC.), CLASSIFIED BY INSURANCE CARRIERS, UNDER THE DUTCH COMPENSATION LAW, 1905-1913.

Year.	State insurance bank.	Employers carrying own risk.	Stock companies.	Total.
1905.....	\$266,429.81	\$37,543.78	\$534,557.84	\$838,531.43
1910.....	604,290.31	46,824.67	661,634.35	1,312,749.34
1911.....	648,024.89	56,568.76	738,967.18	1,443,560.83
1912.....	709,039.21	66,074.41	840,804.88	1,615,918.50
1913.....	757,056.07	75,677.38	971,140.67	1,803,874.11

**New Zealand.**—*Department of Labor. Twenty-second Annual Report of the Department of Labor, 1913. Wellington, 1913. 175 pp. Folded diagrams. Twenty-third Annual Report of the Department of Labor, 1914. Wellington, 1914. 92 pp. Folded diagrams.*

These reports cover operations of the public employment department and the activities of the factory inspection service, for each of the financial years ending March 31, 1913 and 1914. The number for whom employment was found in each of the years indicated was as follows:

1910-11.....	7,102
1911-12.....	5,735
1912-13.....	5,848
1913-14.....	5,645

The total for whom employment had been found since the establishment of the labor exchange department in 1891 was 102,009, of whom 56,365 had been placed in Government work and 45,644 in private work. There was expended by the department in the payment of fares for persons to their places of work since the year 1909-10, when such assistance was first given, the sum of £11,306 (\$55,020.65), of which 96 per cent had been repaid. The number of factories and employees for specified years was as follows:

Year.	Factories.	Factory workers.
1910-11.....	12,768	78,790
1911-12.....	12,847	( <sup>1</sup> )
1912-13.....	13,375	86,598
1913-14.....	13,469	87,517

The number of accidents reported in 1913-14 was 12.61 per thousand, slightly higher than for the previous year. Thirty-eight strikes—35 were reported for the preceding year—were reported during the year, involving 13,731 workers. In December, 1912, the number of trade-unions was reported as 322, and in 1913 as 372, whose membership was 60,622 and 71,544, respectively. Under the

<sup>1</sup> Not reported.

Factory Act 64 prosecutions were taken before the courts, as against 96 in 1913, and under the Works and Shops Act 252 cases in 1913 and 217 in 1912. Convictions were obtained in 63 cases in 1913, and 1 case was dismissed. For the operations of the department in relation to the Conciliation and Arbitration Act reference may be made to Bulletin 167 of this Bureau.

*Department of Labor. Workers' Dwellings Act. Yearly statement ending March 31, 1914. Wellington. 7 pp. Illustrated.*

This report relates to operations under the Workers' Dwellings Act of 1910, concerning the extension of Government credit to workmen for the construction and purchase of homes. During the year the Board set aside from public land or otherwise purchased 164½ acres to be available for the erection of workers' dwellings in country districts. In 1913 an act permitted counties and municipalities to buy, subdivide, and sell land for the same purpose. During the year 81 dwellings were erected and disposed of by the Board. There was expended in acquiring lands £13,601 15s. 8d. (\$66,193.08); for preparing land for housing purposes £1,215 10s. 10d. (\$5,915.43); for working houses £26,923 14s. 7d. (\$131,034.32); while expenses of administration and traveling amounted to £282 19s. 0d. (\$1,376.97), making a total expenditure for the fiscal year of £42,024 0s. 1d. (\$204,509.80).

For further information concerning the operation of this and similar acts in New Zealand reference may be made to Bulletin No. 158 of this Bureau.

*Registrar General's Office. The New Zealand Official Yearbook, 1914. Twenty-third Year of Issue. Wellington, 1914. 1017 pp.*

Contains in text and tabular form information concerning economic conditions in New Zealand; it is divided into 28 sections, with a supplement on certain special subjects, appendixes, index, maps, and diagrams. Particularly of interest as relating to labor are section 13 on railroads and their employees, section 18 on mines and mine labor, section 20 on manufacturing industries, section 21 on labor laws, arbitration and conciliation, strikes and lockouts, employment offices, etc., and section 22 on Government financial aid to settlers and workers.

*Norway.—Statistiske Centralbyraa. Statistisk Aarbok for Kongeriket Norge. 34te Aargang. Christiania, 1914. 196 pp.*

This is the thirty-fourth issue of the statistical yearbook for Norway, containing an analytical table of contents in both Norwegian and French, together with an index by subject matter. Of the 17 sections into which the work is divided those of interest as relating to labor are section 6, on mining and the factory and handworking industries, which show the number of establishments and employees for the latest year available; section 11 on social insurance, summarizing the reports of the State Insurance Institute; and section 13, more particularly devoted to labor conditions, reporting such matters as trade-unions, unemployment, employment offices, number employed in specified industries, strikes and lockouts, and average retail prices.

*Riksforsikringsanstalten. Fiskerforsikringen for Aar 1913. Christiania, 1914. 16\*, 75 pp. (Norges Officielle Statistik. VI: 21.)*

This is a report of operations under the law of August 8, 1908, guaranteeing accident compensation to fishermen in Norway. From 1909 to 1913 there had been paid in premiums 677,638.50 crowns (\$181,607.12), while compensation had been paid to the amount of 816,028.24 (\$218,695.57). The difference between the premiums and the compensation is paid by the State Harbor Fund, so called.

## ACCIDENTS REPORTED AND COMPENSATED AND RATE PER 10,000 PERSONS INSURED, FISHERMEN'S ACCIDENT INSURANCE DEPARTMENT, NORWAY, 1909 TO 1913.

Year.	Number insured.	Accidents reported.				Compensated accidents resulting in—			
		Compen- sated.	Not com- pen- sated.	Total.	Rate per 10,000.	Death.		Disability.	
						Num- ber.	Rate per 10,000.	Num- ber.	Rate per 10,000.
1909.....	91,240	422	116	538	59.0	186	20.4	236	25.9
1910.....	89,925	342	122	464	51.6	199	22.1	143	15.9
1911.....	87,832	291	92	383	43.6	163	18.6	128	14.6
1912.....	87,896	260	102	362	41.2	131	14.9	129	14.7
1913.....	87,038	279	91	370	42.5	176	20.2	103	11.8
Total.....	443,931	1,594	523	2,117	47.7	855	19.3	739	16.6

For further information concerning accidents in Norway fisheries, reference is made to Bulletin No. 157 of this Bureau, pp. 139-141.

*Statistiske Centralbyraa. Haandverkstallingen i Norge 1910. Christiania, 1912-1914. 4 vols. (Norges Officielle Statistik. V: 167, 194; VI: 1, 7).*

This is a report of the census of handworking trades taken in connection with the census of population December 1, 1910. It is the third of a series of general occupation censuses, having been preceded by that of agriculture, 1907, and of factories in 1909. It includes only those trades not subject to the factory law of 1909, including practically those industries subject to the operation of the so-called law on handicrafts. A supplementary trade exercised by handicraftsmen for three months or more during 1910 was classed as a separate trade. There is presented general information concerning each trade, its nature, income and earnings from it, number of workmen and period during which it has been exercised by each individual, etc. Information concerning the individuals in the trade is presented, showing their age, place of birth, occupation of their parents, education, etc. Detailed information is shown concerning the use of power and power machinery in the handicrafts, quantity and value of production, hours of labor, and wages. The census included 31,766 trades, employing 28,939 additional workmen (not including 42 trades and 24 workers, reported while the report was in process of printing), making the number of persons enumerated 60,705. Of the trades enumerated 4,064, employing 1,547 additional workmen, were exercised as supplementary trades, thus reducing the actual number of handicraftsmen to 27,702, employing 27,392 workmen. The largest proportion of the trades (34.8 per cent) are classified under the clothing and underwear industry, and the next largest proportion (20.6 per cent) under the building industry. Returns as to average earnings were reported for 15,658 independent handicraftsmen; the average earnings for males was 941 crowns (\$252.19) and for females 340 crowns (\$91.12). The largest average annual earnings of those located in the country districts was received by a butcher (826 crowns, or \$221.37), the next largest (773 crowns, or \$207.16) by a barber, and the third largest by a tanner (744 crowns, or \$199.39). In the cities the largest average income (4,208 crowns, or \$1,127.74) was received by a shoemaker, the next largest (2,406 crowns, or \$644.81) by an instrument maker, and the third largest (2,404 crowns, or \$644.27) by a gold and silver smith. Reports were received from employer handicraftsmen



as regards the hours of labor for 23,726 workmen. The average hours were 59.07 per week. This average does not include overtime nor hours worked by apprentices. One-half the employees had a working week of 57 to 60 hours, about one-fourth a working week of less than 57 hours, the remaining fourth a week of over 60 hours. Classified weekly wages for 15,485 handworkers are indicated in the table which follows:

NUMBER OF HANDWORKERS AND PER CENT RECEIVING CLASSIFIED WEEKLY WAGES ON DEC. 1, 1910.

Occupation.	Number.	Under 18 crowns (\$4.82) per week.	18 to 26 crowns (\$4.82- \$6.97) per week.	Over 26 crowns (\$6.97) per week.	Average weekly wages.
		<i>Per cent.</i>	<i>Per cent.</i>	<i>Per cent.</i>	
Masons.....	743	2.42	19.52	78.06	\$8.44
Painters.....	1,048	6.87	41.32	51.81	6.91
Paper hangers.....	102	9.80	48.04	42.16	6.76
Steam fitters.....	217	4.15	49.77	46.08	6.72
Carpenters (fine work).....	436	4.82	54.13	41.05	6.63
Tinners.....	379	10.82	46.17	43.01	6.58
Confectioners.....	172	5.23	60.47	34.30	6.50
Bookbinders.....	114	10.53	52.63	36.84	6.31
Carpenters (house).....	605	13.88	50.08	36.04	6.27
Carpenters (rough work).....	1,367	11.19	59.25	29.56	6.17
Machinists.....	122	12.29	63.94	23.77	6.04
Book printers.....	128	17.19	58.59	24.22	6.02
Goldsmiths.....	224	13.39	69.20	17.41	6.01
Sailmakers.....	165	16.97	67.88	15.15	5.92
Cabinetmakers.....	875	17.37	65.83	16.80	5.90
Bakers.....	1,390	14.68	69.28	16.04	5.89
Butchers.....	193	22.79	64.25	12.96	5.68
Tailors.....	828	30.65	47.95	21.40	5.67
Stonemasons.....	118	11.86	77.12	11.02	5.61
Barbers.....	249	15.66	80.32	4.02	5.43
Coopers.....	436	31.20	58.94	9.86	5.42
Watchmakers.....	176	25.57	65.34	9.09	5.38
Carpenters (general).....	111	36.04	46.85	17.11	5.24
Blacksmiths.....	384	33.85	56.25	9.90	5.24
Tanners.....	267	36.33	58.80	4.87	5.05
Shoemakers.....	2,074	54.39	43.39	2.22	4.52
Boat builders.....	366	57.38	42.35	.27	4.48
Total and average.....	15,485	22.4	52.6	25.0	5.93

**Sweden.**—*Statistiska Centralbyrån. Statistisk Årsbok för Sverige. Andra Årgången. Stockholm, 1915. 350 pp.*

This is the second issue of the yearbook issued by the Swedish statistical office, and presents the usual information contained in such publications. The material is grouped in 20 sections, together with an appendix. There is no index, but a detailed table of contents both in the vernacular and in French. Of interest to labor are parts of section 8, presenting industrial statistics much in the nature of our census of manufactures; also sections 12 and 13, relating to cooperative and benefit societies and labor conditions, presenting information concerning industrial accidents for the current year, activities of employment agencies, unemployment, strikes and lockouts, collective agreements, retail prices, and wages of agricultural laborers.

*Riksförsäkringsanstalten år 1912, 1913. Stockholm, 1913, 1914. 2 v. (Sveriges Officiella Statistik.)*

Contains annual reports of operations under the Swedish compensation act of 1901 during the years 1912 and 1913. The act provides for compensation resulting from an accident while at work which may cause death or disability for more than 60 days. The act covers practically all manufacturing industries, mining, and quarrying, and trade and transportation carried on by both private or State enterprises. The act has been in operation since January 1, 1903; since 1908

fishermen have had separate compensation, and since 1909 compensation has been payable for accidents and sickness while in military service. The entire burden of compensation is on the employer, who may carry his own insurance or insure himself in the State Insurance Institute. During the year 1912 insurance premiums were received to the amount of 628,057.15 crowns (\$168,319.32), as compared with 777,961.45 crowns (\$208,493.67) in 1913. Benefit payments to the amount of 496,354.74 crowns (\$133,023.07) were made in 1912, as compared with 574,381.12 crowns (\$153,934.14) in 1913.

ACCIDENTS REPORTED AND COMPENSATED AND RATE PER 10,000 PERSONS  
SUBJECT TO INDUSTRIAL ACCIDENT INSURANCE IN SWEDEN, 1909-1913.

Year.	Number insured.	Accidents reported.				Compensated accidents resulting in—			
		Compensated.	Not compensated.	Total.	Rate per 10,000.	Death.		Disability.	
						Num-ber.	Rate per 10,000.	Num-ber.	Rate per 10,000.
1909.....	64,573	4,000	79	4,079	631.7	40	6.2	3,960	613.3
1910.....	71,969	4,475	3	4,778	663.8	43	6.0	4,432	615.8
1911.....	80,704	4,949	549	5,498	681.3	54	6.7	4,895	606.5
1912.....	99,247	6,783	938	7,721	778.0	69	6.0	6,723	677.4
1913.....	115,120	8,251	850	9,101	790.6	75	6.5	8,176	710.2
Total.....	431,613	28,458	2,419	31,177	722.3	272	6.3	28,186	653.0

*Socialstyrelsen. Den Offentliga Arbetsformedlingen i Sverige 1902-1912. Stockholm, 1915, 232 p. (Sveriges Officiella Statistik. Socialstatistik.)*

Contains the results of a special study concerning the establishment, history, and organization of the public employment offices, and results obtained, during the years 1902 to 1912. The movement began with the establishment of 2 municipal employment offices in 1902, and to-day the system consists of a central office, 6 district offices, and subordinate local offices—in all, 93 agencies throughout the Kingdom. Since 1906 a State subsidy has been accorded sufficient to pay administrative expenses and the expenses necessary to assist needy workmen to their places of work when positions have been found for them. The personnel engaged in the operation of the system in 1912 numbered 140 persons, 76 at the chief offices and the district offices and 64 at the branch offices; of this number 108 were men and 36 women. The data presented was obtained by a careful schedule inquiry and results analyzed by localities, by sex, occupation, and education of applicants, and by those for whom positions were secured. The total receipts from the municipalities and the State for the support of the system in 1902 were 10,200 crowns (\$2,733.60), which had increased to 293,400 crowns (\$78,631.20) in 1912. The expenses in 1902 amounted to 10,600 crowns (\$2,840.80) and in 1912 to 280,400 crowns (\$75,147.20). From 1902 to 1912, inclusive, 447,113 positions had been filled. The average cost of filling each position for each of the years was as follows:

1902.....	\$4.12	1908.....	\$0.99
1903.....	.43	1909.....	.86
1904.....	.46	1910.....	.88
1905.....	1.03	1911.....	.82
1906.....	.57	1912.....	.72
1907.....	.68		

The positions filled from 1902 to 1912 were distributed among 6 principal industries according to the following percentages:

Industries.	1902	1903	1904	1905	1906	1907	1908	1909	1910	1911	1912
Agriculture and forestry .....	11.9	10.0	10.0	9.7	6.8	7.6	16.2	20.7	23.1	24.4	24.5
Mining and quarrying .....					.1	.1		.1		.1	.2
Factories and handicrafts .....	37.7	29.0	22.8	19.1	25.3	23.2	13.9	14.5	15.0	14.7	13.9
Trade and transportation .....	8.3	14.6	18.2	20.0	17.0	14.6	13.5	13.2	13.9	13.9	14.2
Public service; clerical work .....	.1	.2	.2	.3	.3	.3	.2	.4	.3	.4	.6
Domestic service .....	19.4	27.4	30.8	33.7	27.0	32.1	37.9	34.8	34.3	34.6	33.4
Not specified .....	22.6	18.8	18.0	17.2	23.5	22.1	18.3	16.3	13.4	11.9	13.2

*K. Socialstyrelsen. Byggnadsverksamheten i Rikets Stadssamhällen År 1913, jümte Översikt för Åren 1904-1912. Stockholm 1915, 65 p. (Sveriges Officiella Statistik. Socialstatistik.)*

This report summarizes building operations for the housing of the population in Sweden during the years 1904 to 1912, with a more general analysis of conditions for the year 1913. The office of labor which has prepared this monograph notes the fact, that, in the light of general economic prosperity during the years covered by the report, the movement of housing has been practically parallel with that prosperity. Among other facts the data presented indicates that the largest proportion (73.6 per cent) of the new houses constructed in 1913 in small towns and villages have been one to two family dwellings occupied by their owners who were largely those of limited means. Of the 8,594 houses erected in 1913 the distribution as to size was as follows:

NUMBER AND PER CENT OF HOUSES OF SPECIFIED SIZE ERECTED IN 1913.

Size.	Number.	Per cent.
1 room .....	1,126	13.1
1 room with kitchen .....	2,647	30.8
2 rooms with kitchen .....	2,184	25.4
3 rooms with kitchen .....	991	11.5
4 rooms and more with kitchen .....	1,646	19.2

*Socialstyrelsen. Kollektivavtal i Sverige år 1913. Stockholm, 1914, 137 p. (Sveriges Officiella Statistik. Socialstatistik.)*

Since 1907 the Swedish labor office has presented annually an analysis of collective agreements entered into during the current year. In 1913, 237 agreements were entered into fixing the terms of employment for 75,872 workmen of 1,540 employers. Of the agreements listed during the year 21 per cent were between employers' associations and trade-unions and 71 per cent were concluded between individual employers and trade-unions, while in 1912 agreements between associations on both sides formed 38 per cent of the total, and in 59 per cent of all agreements trade-unions were parties. Of the contracts entered into during the year 4 were national in their scope and affected 52,525 workmen. As to duration, in 29 of the agreements it did not exceed 1 year; in 33, the duration was from 1 year to 2 years; in 113, from 2 to 3 years; in 34, from 3 to 4 years; and in 26, more than 4 years. Two contracts contained no provision concerning their duration. The agreements of national scope were the most numerous among those containing a provision for their extension beyond 4 years. Of the total agreements entered into, 97 per cent, affecting 73,477 workmen, contained provisions for preventing cessations from work through arbitration. As to wages, 56 of the agreements concluded in 1913, adopted



time rates of pay exclusively; the number of workers affected thereby was 4,362. The other contracts provided exclusively for piece rates or combination of piece and time rates. A minimum rate for pieceworkers was fixed in 21 agreements applicable to 32,618 workmen. The agreements entered into between 1,392 employers and 73,887 workmen, or 97 per cent of all the workmen, contained provisions relating to hours of labor. The hours of labor for 36,228 workmen, or 49 per cent of the number affected, were fixed at 57 hours per week and in the case of 26,006, or 35.2 per cent, at 60 hours per week. In the case of 1,351 workmen, or 1.8 per cent of the above number, there was fixed by agreement a working week of over 60 hours. A provision relative to compensation for accidents was inserted in 197 agreements, affecting 72,015 workmen.

**Union of South Africa.—Parliament. House of Assembly. Select Committee on the Miners' Phthisis. Cape Town, 1912. xiv, 310, ix pp.**

Contains the report of a committee appointed April, 1912, by the House of Assembly to inquire into the advisability of passing a bill then before the assembly concerning the granting of compensation to miners who contract phthisis in the course of their occupation. Considerable evidence was taken concerning various phases of the mining industry, wages, hours, cost of living, health, and safety, etc., with the result that the committee recommended the passage of the bill in such form "as to secure to the sufferers from miners' phthisis compensation in conformity with the principles of workmen's compensation." Two minority reports were, however, submitted. Since the report of this committee was made a law such as recommended was approved June 22, 1912.

*Small Holdings Commission. (Transvaal) Cape Town, 1913. iii, 149 pp.*

Presents the results of an investigation as to the necessity for providing land in mining and industrial centers out of which to create small holdings for wage earners in the locality, to ascertain the extent of land available for such use, and the conditions under which it should be allotted, together with a proposal for legislative changes necessary in existing acts, such as the township act of 1907, the metals act of 1908, and the land-bank act of 1912. The committee in its recommendations adopted 1 acre as the minimum and 500 acres as the maximum size of a small holding. Among the advantages of creating small holdings were considered: (1) A probable improvement of housing conditions; (2) making the population more settled; (3) encouraging habits of saving; (4) providing new openings for the younger generation; and (5) reducing the cost of living. Four forms of State action were pointed out: (1) The provision of land by indirect means, i. e., by dividing large estates and by a judicious system of taxation, etc.; (2) provision of land by direct means, i. e., by laying out small holdings on land acquired for the purpose on public land and disposing of it to the applicants; (3) State-aided settlement, financing the small holder and permitting him to make payments on the installment plan; (4) provision of land for third parties, employers, and philanthropic societies, who may wish to finance the prospective settler or wage earner.

*Parliament. House of Assembly. Select Committee on European Employment and Labor Conditions. Cape Town, 1913. xliii, 712, xliii pp.*

Contains the report of a parliamentary committee appointed in March, 1913, to inquire into and report upon the question of extending the field of opportunity for European labor in South Africa. The information was obtained through extended hearings before representative men in South Africa. Con-

tains a review of existing labor conditions, in the course of which it is complained that native labor has forced the European out of his former occupations and created an undesirable class of depressed workmen deserving of attention. The recommendations of the committee include, among other subjects, the extension of means of communication; means of encouraging land settlement; greater utilization of by-products; Government supervision of the acquisition of lands for settlement; establishment of employment agencies to distribute laborers, but particularly agricultural laborers; reform in the school system looking toward a more practical course of instruction, especially in agriculture; labor colonies for the employment of indigents and vagrants; and the publication of statistics relative to unemployment and poverty.

## PERIODICAL PUBLICATIONS OF FOREIGN LABOR DEPARTMENTS AND BUREAUS.

In the pages following the various periodical publications issued by the foreign departments and bureaus of labor are listed and the contents given. This list includes all such periodical publications received between January 1 and June 30, 1915. Some of the countries, it will be noticed, are not represented by any publication. During the period since the beginning of the European war most of these publications have been somewhat irregular in their appearance, and in certain cases it will be noted the issues of several months have been postponed or consolidated.

**Australia.**—*Commonwealth Bureau of Census and Statistics, Labor and Industrial Branch. Labor Bulletin. Melbourne.*

*April-June, 1914.*—Industrial conditions. Unemployment. Retail prices, house rents, and cost of living. Wholesale prices. Industrial disputes. Changes in rates of wages. Assisted immigrants. State free employment bureaus. Industrial accidents. The Commonwealth conciliation and arbitration acts. State legislation for control of trade and prices during war. Reports from industrial centers. Reports of departments and bureaus in Australia. Imperial and foreign publications received.

*July-September, 1914.*—Industrial conditions. Unemployment. Retail prices, house rents, and cost of living. Wholesale prices. Industrial disputes. Changes in rates of wages. Assisted immigrants. State free employment bureaus. Industrial accidents. The Commonwealth conciliation and arbitration acts. Reports of departments and bureaus in Australia. Imperial and foreign publications received.

**Belgium.**—*Revue du Travail, Publiée par l'Office du Travail de Belgique. Brussels.*

*July, 1914.*—Labor market, June, 1914. Free employment bureau, June, 1914. Labor conditions in Belgium and the Netherlands. Report of the bureau of factory inspection. Legislation, decrees, etc.

**Canada.**—*The Department of Labor. The Labor Gazette. Ottawa.*

*January, 1915.*—Industrial and labor conditions during December, 1914. Special articles on The Industrial Disputes Investigation Act, 1907; Industrial and labor conditions in Canada during 1914; Prices in Canada during 1914; Special appeal by Montreal Trades and Labor Council on behalf of Belgian trades-unionists; Alien enemies' right to maintain actions in Canadian courts; General regulations under section 138 of the Alberta Mines Act; Review of the United States labor legislation in 1914; United States Commission on Industrial Relations; and Labor legislation in British Columbia. Statistical and other returns during December, 1914, on Whole-



sale and retail prices, Canada, during 1914; Fair wages schedules in Government contracts awarded during the month of December, 1914; Trade disputes during the month of December, 1914; Industrial accidents during the month of December, 1914; Immigration and colonization; Building permits during December, 1914; Reports of departments and bureaus; and Recent legal decisions affecting labor.

*February, 1915.*—Industrial and labor conditions during January, 1915. Special articles on The Industrial Disputes Investigation Act, 1907; Review of trade disputes in Canada during 1914; Proposed wage reduction; Semiannual convention of the New Brunswick Federation of Labor; Annual convention of the British Columbia Federation of Labor; Patriotism and production; and Changes in rates of wages and hours of labor in Canada during the last quarter of 1914. Statistical and other returns during January, 1915, on Wholesale and retail prices, Canada, during January, 1915; Fair wages schedules in Government contracts awarded during the month of January, 1915; Trade disputes during the month of January, 1915; Industrial accidents during the month of January, 1915; Immigration and colonization; Building permits during January, 1915; Reports of departments and bureaus; and Recent legal decisions affecting labor.

*March, 1915.*—Industrial and labor conditions during February, 1915. Special articles on The Industrial Disputes Investigation Act, 1907; Distribution of labor in Canada; Cooperative loans; British trade disputes; Workmen's compensation in New Jersey; Compensation for accidents to employees of the United States; The Danbury Hatters' case; Compensation to dependents of miners killed in Hillcrest mining disaster; Twelfth annual convention of District 18 of the United Mine Workers of America; and Ontario Workmen's Compensation Act. Statistical and other returns during February, 1915, on Wholesale and retail prices, Canada, during February, 1915; Fair wages schedules in Government contracts awarded during the month of February, 1915; Trade disputes during the month of February, 1915; Industrial accidents during the month of February, 1915; Immigration and colonization; Building permits during February, 1915; Reports of departments and bureaus; and Recent legal decisions affecting labor.

*April, 1915.*—Industrial and labor conditions during March, 1915. Special articles on The Industrial Disputes Investigation Act, 1907; Report of board of dispute between the corporation of the city of Edmonton and its power-house employees; Distribution of labor; Government aid to housing of working people; Western coal miners' agreement; Building operations in Canada during 1914; and Industrial accidents in Canada, 1914. Statistical and other returns during March, 1915, on Wholesale and retail prices, Canada, during March, 1915; Fair wages schedules in Government contracts awarded during the month of March, 1915; Trade disputes during the month of March, 1915; Industrial accidents during the month of March, 1915; Immigration and colonization; Building permits during March, 1915; Reports of departments and bureaus; and Recent legal decisions affecting labor.

*May, 1915.*—Industrial and labor conditions during April, 1915. Special articles on The Industrial Disputes Investigation Act, 1907; Report of board in dispute between J. D. McArthur & Co. (Ltd.), contractors for the construction of the Edmonton, Dunvegan & British Columbia and the Alberta & Great Waterway Railway and train operatives; Western Coal Operators' Association and District No. 18 of the United Mine Workers of America; Dominion legislation affecting labor, 1915; The Provincial employment bureau at Montreal as a barometer of unemployment; and Changes in rates of wages and hours of labor in Canada during the first quarter of 1915. Statistical and other returns during April, 1915, on Wholesale and retail prices, Canada, during April, 1915; Building operations in 1914; Fair wages schedules in Government contracts awarded during the month of April, 1915; Recent industrial agreements; Trade disputes during the month of April, 1915; Industrial



accidents during the month of April, 1915; Immigration and colonization; Building permits during April, 1915; Reports of departments and bureaus; and Recent legal decisions affecting labor.

**Denmark.**—*Statistiske Efterretninger, udgivet af det statistiske Departement. Copenhagen.*

*January 5, 1915.*—Retail prices in January. Foreign trade with the United States. Bee culture in Denmark. Unemployment in November, 1914. Index numbers of the Economist.

*January 11, 1915.*—Import and export of dairy products and grains and forage. State and municipal finance. House congestion in provincial towns.

*February 5, 1915.*—Unemployment January 23, 1915. Export of pork, etc. Coal imports, 1914.

*February 18, 1915.*—Export and import of meats and neat cattle. Retail prices, February, 1915. Production and trade in sugar in Denmark, 1914. Statistics of poultry, etc. Hail insurance. Index numbers of the Economist.

*March 9, 1915.*—The 1914 harvest. Export of eggs. Import and export of hides and skins. Import of grain and forage, January and February, 1914. Wages in the dairy industry.

*March 24, 1915.*—Income taxes, 1914. Consumption of concentrates (fodder), 1914–15. Petroleum imports. Import of pine lumber, 1914.

*March 31, 1915.*—Retail prices, March, 1915. Unemployment, March 20, 1915. Summer grazing and field pasturage in Denmark. Educational qualifications of persons subject to military duty. Cooperative associations in Denmark. Registered sick benefit funds, 1914. Index numbers of the Economist.

*April 24, 1915.*—Retail prices, April, 1915. Consumption of alcohol, 1914. Import of grains and forage, March, 1915. Index numbers of the Economist.

*April 28, 1915.*—Unemployment, 1914. Statistics of farm animals in Prussia, December, 1914.

*May 25, 1915.*—The amount and value of fertilizer materials in daily import and export. Immigration from Denmark, 1914. Membership of agricultural cooperative associations. Index numbers of the Economist.

*June 1, 1915.*—Gross freight receipts from daily shipments to foreign countries, 1915. Retail prices, May, 1915. Condition of savings and other banks the first six months of the war. Harvest yield and summer rains, 1914.

*June 11, 1915.*—Wages of commercial and office employees. Unemployment, May 29, 1915. Retail prices, April, 1915. Elections for the Popular Assembly (Folketing), May 7, 1915. Index numbers of the Economist.

*June 14, 1915.*—The special census of farm animals, May 15, 1915.

**Finland.**—*Industristyrelsen. Arbetsstatistisk Tidskrift. Helsingfors.*

*No. 1, 1915.*—Prices of food and household commodities, by cities, in Finland, 1914. War measures in Finland. Maximum prices fixed by the Government. Prices of certain varieties of cloth and other goods. Book notices. Reports from foreign countries. Cost of living, by cities, last quarter, 1914.

*No. 2, 1915.*—New law on the protection of labor and its application. Labor disputes in Finland, 1914. Labor disputes reported up to December 31, 1914. Prices of certain varieties of cloth and other goods, February, 1915. Public employment offices, last quarter, 1914. Industrial accidents.

**France.**—*Bulletin du Ministère du Travail et de la Prévoyance Sociale. Paris.*

*October, November, December, 1914.*—Social movement—France: Securing employment for French and Belgian refugees; Cooperative associations in January, 1914; Strikes, conciliation and arbitration, 1913; Convict labor, 1913; Elections to the superior council of labor; Economic situation expressed in index numbers, second quar-

ter, 1914; Mine labor, August to November; Strikes, August to December. Reports from foreign countries: Review of labor conditions in Germany, July to November; Cost of living, Berlin, during the first four months of the war. Trade-unionism in Australia in 1912. Effects of the war on labor conditions in Denmark. Decree of August 24, 1913, fixing hours of labor in the textile industry in Spain. Labor conditions (review) in Great Britain, July to December, 1914; Strikes, July to December, 1914; Operations of employment bureaus, July to December, 1914; Strikes and lockouts in the United Kingdom, 1913; Conciliation and arbitration, 1913. Strikes in Finland, 1913. Trade-unionism in Norway, 1911, 1912. Unemployment (effects of the war) in Sweden, August and September. Miscellaneous—Foreign commerce (France) during the first 10 months of 1914; Current prices of staple articles, July to December; Employers' and workmen's organizations. Court decisions: Old-age pensions; Compulsory insurance (teachers in public schools); Accidents (responsibility of third party). Laws, decrees, orders, circulars (relative to unionism, cheap houses, retirement funds, etc.).

**Germany.**—*Reichs-Arbeitsblatt, Herausgegeben vom Kaiserlichen Statistischen Amte, Abteilung für Arbeiterstatistik. Berlin.*

*January, 1915.*—Labor market: The labor market in Germany; Ratio of employment on January 1, 1915, according to reports of the sick funds; The development of a system of monthly reports of employment offices as to their activity; The activity of employment offices; The receipts of State insurance institutes from the sale of insurance stamps; The labor market in foreign countries (Great Britain, Switzerland). War measures: Regulation of the labor market, maintenance and creation of opportunities for work, and public aid to the unemployed during the war; Employees' federations and the war; Employers' federations and the war; Regulation of the food supply during the war and organization of consumers. Employment offices and unemployment. Legislation: Regulation of the instrumentalities for war-welfare work put at the disposal of municipalities by the Empire. Statistical tables of the labor market.

*February, 1915.*—Labor market: The labor market; Ratio of employment on February 1, 1915, according to reports of the sick funds; The activity of employment offices in January; The labor market in foreign countries (Great Britain, Switzerland, the Netherlands). War measures: The regulation of the labor market, maintenance and creation of opportunities for work, and public aid to the unemployed during the war. Employment offices and unemployment: Unemployment in German trade-unions; Unemployment in Denmark, January, 1915. Labor conditions: Wage statistics furnished by the local sick funds in Plauen, Lübeck, and Strassburg in Alsace. Social insurance: Industrial life insurance, including the present war insurance in Germany. Legislation: Notification of January 28, 1915, as to sickness insurance and maternity benefits during the war; Decree of the Prussian minister of the interior as to restriction of the consumption of alcoholic beverages by building-trades workmen. Statistical tables of the labor market.

*March, 1915.*—Labor market: The labor market; Ratio of employment on March 1, 1915, according to reports of the sick funds; The activity of employment offices; The labor market in foreign countries (Great Britain, Norway, Switzerland). Employment offices and unemployment: Unemployment in German trade-unions; Unemployment in Austria, Sweden, and the Netherlands. Labor conditions: Wages of miners; Wages of miners in Saxony; Classified wages of members of the Leipzig Sick Fund; Labor agreements, individual and collective; Collective agreements in Germany at the close of 1913. Social insurance: Sickness insurance, 1911–1913. Social hygiene: Care of the tuberculous by the National Insurance Institutes during the war. Decisions of industrial courts, Berlin. Statistical tables of the labor market.

*April, 1915.*—Labor market in Germany. Labor market in foreign countries (Great Britain, France, Switzerland, and British colonies). Employment offices



and unemployment. War measures: Regulation of the labor market; Public unemployment aid; Carriers of the invalidity insurance; Relief for those injured in war; Housing conditions during the war. Organizations of employers and employees in 1913. Legislation: Special war measures in Prussia regarding miners' benefit funds (law of Mar. 26, 1915); Sunday work in mining during the war. Strikes and lockouts in 1914. Savings bank conditions in 1914, January and February, 1915. Sickness insurance, 1913. Statistical tables of the labor market.

*May, 1915.*—Labor market in Germany. Labor market in foreign countries (Great Britain, Switzerland, and British colonies). Employment offices and unemployment. Labor conditions: Miners' wages, 1914; Classified wages in the Leipzig Sick Fund. Labor disputes: Strikes and lockouts in Germany, 1914; Strikes and lockouts since the beginning of the war and up to the close of March, 1915. Legislation: Decree concerning the increase of maternity aid during the war. Statistical tables of the labor market. Supplement: (1) Cost of living studies in Germany; (2) Studies of workmen's families at the Krupp works.

**Great Britain.**—*The Board of Trade Labor Gazette. London.*

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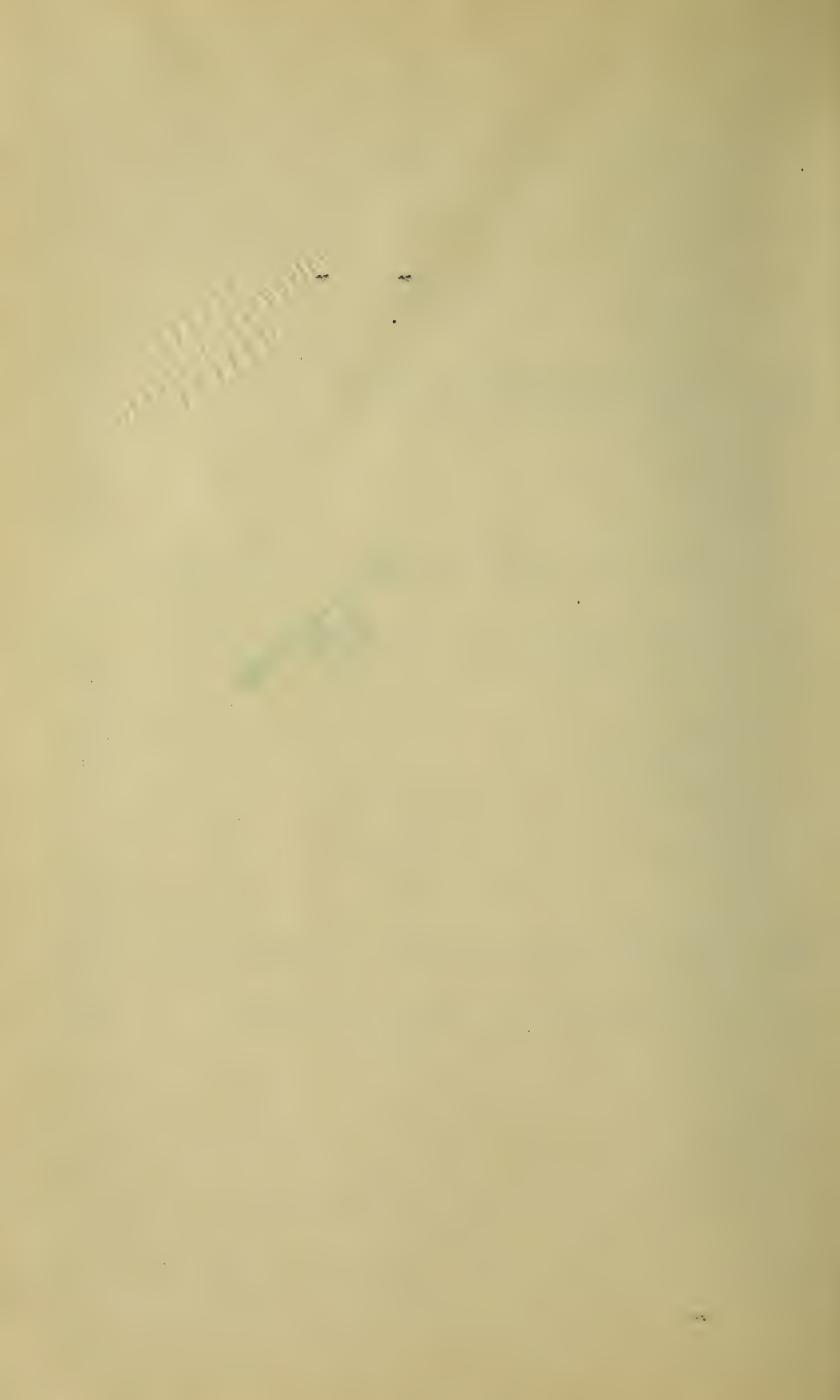


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### EFFECT OF MINIMUM-WAGE DETERMINATIONS IN OREGON.

To ascertain the effect of the Oregon minimum-wage determinations the United States Bureau of Labor Statistics has recently made a comparison of records of 40 department, dry goods, 5-and-10-cent, specialty, and neighborhood stores for the two spring months, March and April, in 1913, and for the same period in 1914—periods ending five months before and beginning five months after the date on which the first minimum-wage determinations went into effect, and at the same time nearly one month after the date on which the last retail-store determinations took effect. The results of this study are presented in Bulletin No. 176 of the bureau. The number of women under and the number over 18 years, with and without one year of experience in each occupation, was taken for both periods, together with each woman's rate of pay, the hours she worked, the amount of her actual earnings, and, if selling, the amount of her sales in both years. Data for men were taken for the same periods in 1913 and 1914 as to the number employed, the total earnings, and the total sales. The record covered 1,930 women and girls and 974 men before and 1,642 women and girls and 902 men after the determinations went into effect. All data were copied from store books by the bureau's agents. In addition, 443 women were personally visited and a record of their age and experience and their places of employment, occupations, rates of pay, earnings, and hours of work before and after the wage determinations was obtained.

The determinations in Oregon, fixed by the Oregon Industrial Commission, classify female employees in retail stores as girls under 18 years, inexperienced adult women 18 years of age and over with experience of not more than one year in an occupation, and experienced adult women 18 years of age and over having more than one year of experience in an occupation. Any change in the character of service rendered constitutes a change in occupation, and therefore the beginning of a new apprenticeship year. All girls under 18

and inexperienced adult women in retail stores in the State of Oregon must receive a minimum weekly rate of pay of \$6; all experienced adult women must receive \$8.25, save in Portland, where they must be paid at the minimum rate of \$9.25 per week. These awards became operative on different dates, beginning on October 4, 1913, with an award fixing a minimum of \$1 a day for girls under 18, followed on November 23 by one fixing a minimum of \$9.25 a week for experienced adult women in Portland, and finally by two awards on February 7, 1914, fixing a minimum for experienced adult women outside of Portland of \$8.25 a week, and for inexperienced adult women throughout the State a minimum of \$6 a week.

In studying the effect of the fixing of minimum wage rates, it is necessary to bear in mind the fact that regardless of minimum-wage determinations there are constant changes in business organization from year to year which have a material bearing upon the opportunities and conditions of employment. New departments are added from time to time, successful departments are expanded, and other departments which have failed to secure the public recognition expected are curtailed and sometimes eliminated. All such rearrangements involve additions to, transfers, or reductions in the labor force. These adjustments are of common occurrence. Any study from which such normal changes were eliminated in the effort to single out the effects of the minimum-wage legislation would defeat its own purpose.

The general business depression of 1914 was felt by Portland mercantile establishments and complicated the problem of determining the effect of the minimum wage. A depression in business automatically reduces the numbers employed. It is therefore important to guard against confusing the effects of depressed business with the effects of minimum-wage determinations. Conditions in Oregon were further complicated because a reduction of legal working hours and a 6 p. m. closing regulation took effect at the same time as the wage orders.

Notwithstanding all the difficulties and complications, a number of conclusions can be drawn concerning changes in conditions of labor after the minimum-wage determinations.

Certain readjustments occurred in Portland stores such as might be expected even in a normal business year. The establishment of new departments and the elimination of other departments requiring different grades of labor brought about the employment of some women and the dismissal of others. A policy of charging for alteration of garments, inaugurated in 1914 by the Portland Retail Merchants' Association, decreased the demand for alterations, thereby necessitating a reduction in the number of women employed in the workroom, a department paying relatively high wages.



The effect of the country-wide depression manifested itself in a marked falling off in sales in many stores. This operated to decrease the labor force, both male and female. These changes in business conditions must be borne in mind, as they account very largely for the decrease in the number of women employees. The decrease in total numbers bears little or no relation necessarily to the minimum-wage determinations, but the dismissal of some women rather than of others, because they had completed their apprenticeship period and must therefore be paid a higher wage if retained, can be considered as due to the determinations.

Girls under 18 years of age, for whom the minimum rate is \$6 a week, have increased, especially in the errand, bundle-wrapper, and cashier occupations, but not in the more skilled work of selling, sewing, or of the office. These first-named occupations tend to become the sphere for minors to the exclusion of adult women with or without experience, a result, in all probability, of the minimum-wage determinations.

The wage determinations have not put men in positions vacated by women. The causes operating to decrease the number of women also operated to decrease the number of men, though to a less degree, as the nonselling male force is not as adjustable as the nonselling female force.

The rates of pay for women as a whole have increased, but the wages of the three groups have been differently affected. Girls under 18 were benefited. Before the determinations 26 per cent of these were receiving under \$6 a week; after the determinations less than 1 per cent were paid under this rate. The proportion getting \$6 a week was 53 per cent before and 79 per cent after the determinations, while the proportion getting more than \$6 was practically 20 per cent both before and after. Before the determinations the average rate for the whole group was \$5.93, while afterwards it was \$6.24. The percentages given above show that this increase was mainly due to the increased wages of the girls who were formerly getting under \$6. Evidently the more poorly paid girls have been benefited, while the better paid have not suffered.

For adult inexperienced women the results were not so favorable. Only 9 of this group had been getting less than \$6 a week in the 1913 period, and only one was found who received less than this rate after the determinations. The average rate per week decreased slightly, falling from \$6.88 to \$6.84; before the determinations 59 per cent of the group received more than \$6; after the determinations, only 50 per cent. The old employees did not suffer a reduction of wages, but the place of a \$28 or a \$30 a month girl was filled by a \$26 girl.

For adult experienced women the wage determinations brought an improvement of conditions. There was an increase not only in the proportion receiving \$9.25 (the legal minimum in Portland), but also

in the proportion receiving more than \$9.25. The proportion of the force getting \$12 and over a week also increased, although the actual number decreased. The average rate of pay for the whole group in Portland was before the determinations \$11.74, after them \$11.97. Some experienced women in Portland were still receiving rates below the minimum to which the determinations entitled them, but the number receiving these lower rates had decreased under the determinations from 344 to 102.

The net result seems to be an advance for the women as a whole. Women entering retail stores no longer have to begin at a \$4 or \$5 wage. There has been no leveling down of wages to a minimum. Some women, upon reinstatement after an absence, were compelled to accept only the rate to which they were legally entitled, although it was below that received during their earlier service, but whenever the wage rates of old employees have been changed since the minimum-wage rulings, the employees were benefited.

Employment was more regular in 1914 than in 1913. This was due in part to the fact that under depressed business conditions fewer new employees were taken on to fill vacancies. The disparity between rates and earnings was therefore less in 1914, but sufficiently large in that year to call attention sharply to the importance of giving unemployment consideration in making minimum-wage determinations. The Oregon commission took no cognizance of unemployment, confining its first attempts to determining the minimum amount below which a self-supporting woman could not subsist in health and comfort, and to fixing this amount as the minimum rate of pay. Whether conditions in the retail-store business in Oregon would permit a steadiness of employment that would insure average earnings approximating the minimum rates to any woman able and willing to work steadily is a question which would have involved an extensive and expensive investigation to answer satisfactorily. It is important, however, to know the extent of unemployment and also the extent to which the difference between actual and full-time hours is due to business conditions, to illness, to voluntary and personal absences from duty, or to other causes.

A comparison of sales made by women raised to or receiving the minimum with those of women above the minimum does not reveal differences that would indicate a decrease in the efficiency of those affected by the wage determinations. The numbers for whom comparable data on this subject could be secured were too limited, however, to warrant conclusions.

All the changes arising from decreased business, reorganization of departments, and increased rates of pay resulted in an increase in the female labor cost and also in the total labor cost of 3 mills per dollar of sales.

## **WOMEN IN INDUSTRY IN RECENT STATE REPORTS.**

During the past year numerous studies have been made by State bureaus of labor, by minimum-wage commissions, or by special commissions, of the wages and conditions of employment of women in industry, with special reference to the consideration of minimum-wage legislation or the formation of minimum-wage boards for the purpose of fixing wage rates. Several of these reports have been referred to in Bulletin 167, Minimum-wage Legislation in the United States and Foreign Countries, but since the date of that report a number of other studies have become available and six are now summarized in the following pages. These cover investigations in California, Connecticut, Minnesota, Missouri, Oregon, and Pennsylvania. Two of these studies, those of California and Oregon, were made by the State industrial-welfare commissions; those of Connecticut and Pennsylvania by the bureau of labor statistics and the department of labor and industry, respectively; that of Minnesota by the State industrial commission; and that of Missouri by a special senate wage commission.

In all of these studies the result which seems to have prompted the most comment was the large number of women receiving very low rates of wages in many of the industries and in all of the States. The significant facts in each of these reports are briefly summarized in the following pages.

### **CALIFORNIA.**

The organization and work of the California Industrial Welfare Commission, which embraces the functions of the minimum-wage commission, is described in detail in its first biennial report, 1913 and 1914, issued in May of the present year. The report is a pamphlet of 123 pages devoted to a description of the organization of the commission and its method of work, and to its investigations of wages, hours, and conditions in mercantile establishments, laundries, manufacturing industries, and telephone and telegraph companies and into the cost of living of women in these employments. An appendix gives the text of the California act and the results of investigations of the California Bureau of Labor and the California Retail Dry Goods Association. The commission is now engaged in making a comprehensive study of the fruit-canning industry, and the result of this investigation, in which the fruit canners are cooperating, is reserved for a future report. This industry alone employs over 20,000 women and children.



Investigations of wages and conditions were all made at first hand by the commission's own investigators. Pay rolls were examined for wages and earnings, and establishments were visited to ascertain actual working conditions. Individual employees were also visited in their homes, and individual schedules taken to secure the particulars desired. The investigations were carried on in five principal industrial centers—San Francisco, Los Angeles, Oakland, Sacramento, and San Diego.

The wage data secured and tabulated in the report cover the wages of 22,972 women 18 years of age and over, and 2,289 girls under 18 years of age. Of the former, 21.2 per cent received under \$8, 35 per cent under \$9, and 49.1 per cent under \$10 per week, while 28.5 per cent received \$12 and over. Of the 2,289 girls under 18 years, 41.8 per cent received less than \$6 per week. Approximately half of these minors received between \$5 and \$6.99 per week.

Preliminary to its investigations the commission held a series of conferences with employers in the various industries in order to reach a better understanding of the purpose of the investigations to be made, to explain the character of the law, and to secure in all matters the cooperation of employers.

The report in large part relates to wages, emphasis being placed upon the numbers receiving low rates. The following table summarizes briefly the results for a number of industries. The figures are given separately for women 18 years of age and over and for girls under 18 years.

NUMBER OF WOMEN FOR WHOM WAGE REPORTS WERE SECURED AND PER CENT RECEIVING WEEKLY RATES OF LESS THAN \$8 AND LESS THAN \$9.

Industry.	18 years and over.			Under 18 years.		
	Number reported.	Per cent receiving weekly under—		Number reported.	Per cent receiving weekly under—	
		\$8.	\$9.		\$8.	\$9.
Mercantile.....	9,011	18.0	31.7	1,131	91.9	97.4
Retail candy.....	759	9.6	35.7	36	63.9	77.8
Millinery.....	810	27.3	37.9	67	83.6	94.0
5, 10, and 15 cent stores.....	215	87.0	90.7	137	98.5	100.0
Laundries.....	3,765	26.5	48.3	189	53.9	77.7
Dyeing and cleaning.....	522	10.5	21.8	16	68.7	81.3
Telephone companies.....	3,962	12.7	19.2	218	21.1	40.8
Telegraph companies.....	372	8.3	14.8	14	71.4	71.4
Manufacturing industries:						
Candy and biscuits.....	926	42.4	50.7	160	81.8	84.4
Foods and drugs.....	1,012	19.6	33.9	70	81.4	92.9
Printing and bookbinding.....	631	14.5	28.3	92	65.2	84.8
Paper boxes.....	342	59.4	69.6	87	85.0	94.2
Cigars and cigarettes.....	386	42.5	53.7	50	68.0	80.0
Knit goods.....	259	44.8	54.8	22	95.4	95.4
Total manufacturing industries.....	3,556	41.2	52.9	481	78.4	87.5
Total, all industries.....	22,972	21.2	35.0	2,289	78.6	87.8

The result of the investigation of the cost of living in San Francisco and Los Angeles shows the average weekly expenditures of self-supporting women for clothing, for board, lunches, and lodging, and for all other expenses. This part of the commission's work is summarized below:

AVERAGE WEEKLY EXPENDITURES OF SELF-SUPPORTING WOMEN IN SAN FRANCISCO AND LOS ANGELES, TAKEN FROM ANNUAL BUDGETS OBTAINED BY PERSONAL INVESTIGATIONS.

City and occupation.	Number of schedules considered.	Average weekly expenditures.			
		Total.	Clothing.	Board, lunches, and lodging.	All other expenses.
San Francisco:					
Factory and workroom hands—					
Wages under \$12 per week.....	64	\$8.27	\$1.66	\$5.14	\$1.47
Wages \$12 and over per week.....	48	9.87	1.85	5.97	2.05
Sales, clerical, and office—					
Wages under \$12 per week.....	87	9.21	1.89	5.54	1.78
Wages \$12 and over per week.....	11	11.53	2.08	6.66	2.79
Los Angeles:					
Factory and workroom hands—					
Wages under \$12 per week.....	146	7.26	1.27	4.76	1.23
Wages \$12 and over per week.....	52	9.94	1.89	5.88	2.17
Sales, clerical, and office—					
Wages under \$12 per week.....	71	8.68	1.61	5.53	1.54
Wages \$12 and over per week.....	23	11.22	2.68	6.44	2.10

### CONNECTICUT.

"Conditions of Wage-earning Women and Girls, 1914," is the title of a report of the Bureau of Labor Statistics of Connecticut, dated January 15, 1915. It embodies the results of an investigation into the working conditions of female employees of 30 hotels, employing nearly 300 women; of the Southern New England Telephone Co., employing 833 women; of 34 five-and-ten-cent stores, employing 602 women and girls (544 regulars and 58 extras); and 163 department and other stores, employing about 5,626 women, from 4,508 of whom complete data were secured as to the working conditions.

The report is the work of a special industrial investigator appointed by the commissioner of labor statistics under the provisions of the industrial act of 1913. The outside work or canvassing, which covered 23 towns, began September 22, 1914, and closed January 1, 1915.

The report consists of 139 pages, divided into 17 chapters, relating to the following subjects: (1) Woman as an asset; (2) Employer and employee; (3) The work in Hartford; (4) The work in New Haven; (5) The work in Bridgeport; (6) The work in Waterbury; (7) The smaller cities of the State; (8) Some stories of women workers; (9) Fines and sick benefits; (10) Comparison of wages; (11) Wages, and number of employees in department and other stores of the State; (12) The minimum wage; (13) Difference of working time; (14) The

five-and-ten-cent stores; (15) The Southern New England Telephone Co.'s wages, hours, and statistics; (16) The hotels of the State; (17) The Y. W. C. A. boarding homes.

The data for the 4,508 women and girls for whom complete schedules were obtained are tabulated as to wages, age, nationality, amounts paid for board, and length of time employed at specified rates. Age, nationality, and present conjugal condition are also shown for 368 married women. The number and per cent of women and girls employed at each specified weekly wage are shown in the following table:

NUMBER AND PER CENT OF WOMEN AND GIRLS EMPLOYED AT EACH SPECIFIED RATE OF WEEKLY WAGE IN 163 DEPARTMENT AND OTHER STORES, CONNECTICUT, 1913-14.

Wages per week.	Women and girls employed.		Wages per week.	Women and girls employed.	
	Number.	Per cent.		Number.	Per cent.
\$2.50.....	8	0.18	\$14.00.....	112	2.49
3.00.....	163	3.62	14.50.....	5	.11
3.50.....	65	1.44	15.00.....	130	2.89
4.00.....	207	4.59	15.50.....	2	.04
4.50.....	150	3.33	16.00.....	75	1.67
5.00.....	257	5.70	17.00.....	43	.96
5.50.....	139	3.08	18.00.....	70	1.55
6.00.....	614	13.62	18.50.....	2	.04
6.50.....	175	3.88	19.00.....	1	.02
7.00.....	460	10.21	20.00.....	43	.96
7.50.....	120	2.66	22.00.....	7	.16
8.00.....	404	8.96	22.50.....	1	.02
8.50.....	70	1.55	24.00.....	1	.02
9.00.....	384	8.52	25.00.....	34	.76
9.50.....	56	1.24	30.00.....	6	.13
10.00.....	300	6.66	32.00.....	3	.07
10.50.....	33	.73	33.00.....	2	.04
11.00.....	84	1.86	40.00.....	2	.04
11.50.....	8	.18	47.00.....	1	.02
12.00.....	218	4.84	50.00.....	1	.02
12.50.....	10	.22			
13.00.....	31	.69	Total.....	4,508	100.00
13.50.....	11	.24			

It will be seen from the table that wages range from \$2.50 to \$50 per week. As a general rule \$4.50 is the lowest that is offered in the smaller towns, and often the first wage is \$5, and stays at that figure for about a year. In one town of considerable size there is a store where women have been employed for years at less than \$5; and the proprietor has no difficulty in getting all the help he wants.

In considering the weekly wage, it must be remembered that in some cases it is not enjoyed for the 52 weeks of the year. Some houses give two weeks' vacation without pay; others give one week without pay; but the majority give two weeks with pay. Apart from this there are periods of idleness due to lack of seasonal work and to sickness, which materially reduce the yearly wage.

To combat the prevailing impression that the number of foreign-born women employed in the department and other stores of the



State exceeds that of women of native parentage, the following table is given:

NATIONALITY, NUMBER, AND PER CENT OF WOMEN AND GIRLS EMPLOYED IN DEPARTMENT AND OTHER STORES, CONNECTICUT, 1913-14.

Nationality.	Number.	Per cent.	Nationality.	Number.	Per cent.
American.....	1,494	33.14	Syrian.....	15	0.33
Irish-American.....	1,642	36.42	Canadian.....	12	.27
Hebrew.....	640	14.20	Portuguese.....	8	.18
German.....	300	6.65	Negro.....	8	.18
French.....	128	2.84	French-Canadian.....	6	.13
Scotch.....	75	1.66	Danish.....	4	.09
Italian.....	56	1.24	Armenian.....	4	.09
Swedish.....	54	1.20			
English.....	44	.98	Total.....	4,508	100.00
Polish.....	18	.40			

From this table it appears that of 4,508 women scheduled, 1,494, or 33.14 per cent, were born of American parents, while 1,642, or 36.42 per cent, were American-born daughters of Irish-born fathers and mothers. A few were granddaughters of such Irish-Americans. Of the 17 nationalities catalogued, all but the Americans, Irish, English, and Scotch supplemented their daily earnings by doing outside work.

The number and per cent of women and girls of a specified age employed is shown in the following table:

NUMBER AND PER CENT OF WOMEN AND GIRLS OF EACH SPECIFIED AGE EMPLOYED IN 163 DEPARTMENT AND OTHER STORES, CONNECTICUT, 1913-14.

Age.	Women and girls employed.		Age.	Women and girls employed.	
	Number.	Per cent.		Number.	Per cent.
Under 16 years.....	200	4.44	39 years.....	96	2.13
16 years.....	260	5.77	40 years.....	22	.49
17 years.....	350	7.76	41 years.....	14	.31
18 years.....	287	6.37	42 years.....	12	.27
19 years.....	373	8.28	43 years.....	16	.31
20 years.....	301	6.68	44 years.....	12	.27
21 years.....	336	7.45	45 years.....	17	.38
22 years.....	220	4.88	46 years.....	13	.29
23 years.....	288	6.39	47 years.....	9	.20
24 years.....	216	4.79	48 years.....	5	.11
25 years.....	242	5.37	49 years.....	14	.31
26 years.....	175	3.89	50 years.....	2	.04
27 years.....	140	3.10	51 years.....	5	.11
28 years.....	112	2.48	52 years.....	4	.09
29 years.....	173	3.84	54 years.....	5	.11
30 years.....	96	2.13	56 years.....	5	.11
31 years.....	110	2.44	57 years.....	6	.13
32 years.....	50	1.11	58 years.....	1	.02
33 years.....	84	1.86	59 years.....	1	.02
34 years.....	45	1.00	61 years.....	1	.02
35 years.....	96	2.13	75 years.....	1	.02
36 years.....	25	.55			
37 years.....	50	1.11	Total.....	1 4,508	100.00
38 years.....	20	.44			

<sup>1</sup> Total taken from original report. The items as given foot up 4,510.

Of these 4,508 women and girls, 4,097, or 90.88 per cent, were found to be living at home, and 411, or 9.12 per cent, were not living at home. Tables are given for each of these two classes, showing for each grade of weekly pay the number paying each specified amount for board. A table is also given showing the number employed each specified number of months or years at the specified weekly wage. No tables are presented showing working hours per week.

The data relating to 544 employees in 34 five and ten cent stores are tabulated in similar manner. The following table shows the number employed at each specified rate of weekly wage:

NUMBER AND PER CENT OF WOMEN AND GIRLS EMPLOYED AT EACH SPECIFIED RATE OF WEEKLY WAGE IN 5 AND 10 CENT STORES, CONNECTICUT, 1913-14.

Wages per week.	Women and girls employed.		Wages per week.	Women and girls employed.	
	Number.	Per cent.		Number.	Per cent.
\$3.00.....	1	0.18	\$7.00.....	21	3.86
3.50.....	2	.37	7.50.....	4	.74
4.00.....	105	19.30	8.00.....	7	1.28
4.40.....	3	.55	8.50.....	4	.74
4.50.....	119	21.87	9.00.....	8	1.47
4.75.....	6	1.10	9.50.....	2	.37
5.00.....	136	25.00	10.00.....	8	1.47
5.25.....	3	.55	11.00.....	2	.37
5.50.....	40	7.35	12.00.....	4	.74
5.75.....	2	.37	13.00.....	1	.18
6.00.....	59	10.85	Total.....	544	100.00
6.25.....	2	.37			
6.50.....	5	.92			

From this table it appears that 476, or 87.50 per cent, earn \$6 and under per week; 504, or 92.64 per cent, earn \$7 and under per week; and 360, or 66.17 per cent, receive \$4, \$4.50 and \$5.

In connection with wages it is stated that two well-known chains of stores have a bonus system, granting the clerks a certain amount of money at Christmas. The bonus increases yearly to a fixed maximum, never exceeding \$25.

The weekly working hours range from 53 to 58.

No tables are presented of the data gathered concerning the 833 women employees of the Southern New England Telephone Co. Wages range, after a preliminary qualification through a 48-hour course in a training school, from \$6.24 to \$11.04 per week. The minimum working time for an operator is 48 hours; sometimes it is 54; occasionally in time of emergency it rises to 63. The working hours are divided into tricks of 8 hours, and a half trick constitutes not less than 5 hours. Operators are required to take a relief period of 10 minutes in the middle of each trick. The interval between halves of tricks varies from 1 to 4 hours, according to the requirements of local business. From 70 to 80 per cent of the intervals are from 1 to 2 hours in length. The great feature in which the telephone

company excels is its care for the well-being of its employees. Lockers, rest rooms, reading rooms, cooking facilities, and medicines are provided.

The data collected concerning nearly 300 women employed in 30 hotels show that the weekly working hours are from 54 to 56, though often less, and often more, the amount of time depending upon the number of guests. Wages for housekeepers range from \$40 to \$60 per month with board and room and for chambermaids from \$3.50 to \$4 per week. Waitresses receive \$4 per week and scrub women \$3.50. In the chambermaid and scrub women class more than 90 per cent are of Polish origin. Nearly all hotels formerly had their staff of women workers domiciled in the hotel, but the practice is falling into disuse. The tipping question enters into the element of waitresses' wages. Few would continue in their places if no tips were received.

The commissioner of labor statistics in presenting this report makes the following recommendations:

1. That a law be passed requiring every mercantile establishment, whether wholesale or retail, and all kindred establishments, such as 5, 10, and 25 cent stores and such stores as deal in similar commodities, to employ no woman or minor female, whether relative or paid employee, after 6 o'clock in the evening for five evenings of the week and on the sixth evening, Saturday evening, to close at 9 p. m. That all violations of this law be punishable by a fine of not less than \$50 for a first offense.

2. That any employer, passively or willfully or by agreement, allowing an employee to work overtime or on any of the seven legal holidays generally observed in this State should be punished by a fine of not more than \$25.

3. That all violations of the child labor laws be reported to the bureau of labor statistics for consideration and action.

4. That every mercantile establishment having five or more female employees provide a properly equipped rest and emergency room, such a provision being very essential for the health, comfort, efficiency, and good morals of its employees.

5. That a lunch period of one hour and one-quarter be a uniform requirement in all establishments, said establishments having the right to extend this period if they so desire.

6. That every store be compelled by law to have a toilet for women on the premises and that no woman be obliged to cross outside premises, go to another building, or descend into a cellar by means of a trapdoor in the floor to such a convenience.

7. That in view of the many communicable skin diseases, that sanitary paper towels, liquid soap, and individual drinking cups be recommended for all establishments.

8. That in view of the recent Edison fire, where supposedly fireproof buildings were destroyed, and in the light of other occurrences, it is earnestly recommended that such buildings as have no fire escapes be required to install them during the present year.



9. That it be obligatory on every establishment employing more than 25 women to have fire drills, showing them how to avoid panic, how to leave the building, and how to use fire escapes.

10. That every establishment, whether occupying one or more stories, or having or not having counters and tables in its aisles, be required to have one or more fire extinguishers in every department, in plain view of the employees, if it is not now so provided.

11. That the present special industrial investigator be authorized by your honorable body to continue her work until all the occupations specified in the act of 1913 be covered and she be empowered to investigate the actual and complete living expenses of women in all industries in the State; that she do this work as before in conjunction with the bureau of labor statistics, which bureau she shall at any time assist in its work and shall receive its assistance; that this reappointment be either made directly or through the labor commissioner, and be for a term of four years.

12. That she be required to make a statistical report in 1917, such report to be incorporated in the labor commissioner's; that in 1919 she present a detailed report showing the complete cost of living of women in all industries in the State.

#### MICHIGAN.

In October, 1913, the Michigan State Commission of Inquiry was appointed to investigate the conditions of labor for women and the advisability of establishing a minimum wage. Its scope was four-fold—to secure facts as to wages paid women, to ascertain their conditions of employment, to find out their expenditures, and to determine the manner and cost of living in detail. The results of this investigation are embodied in a 496-page report, including eight general divisions, as follows: Review, conclusions, and recommendations of the commission of inquiry; tentative minimum-wage bill; secretary's report and tabulations showing information obtained from women wage earners; tabulation of wage figures supplied by employers; wage showing from investigation of pay rolls; minimum-wage legislation to date; court decisions on minimum-wage legislation. Three hundred and seven pages are devoted to appendixes. The report was issued on January 27, 1915.

Altogether the commission gathered information from 1,348 employers in 159 localities relating to 200 different occupations, in which were employed a daily average of 50,351 women; from 8,512 women wage earners in 18 different occupations, personally seen and interrogated by the commission's investigators, and working in 535 different establishments; and from 62 women's clubs in almost as many different localities, representing hundreds of members.

In addition to this, the pay rolls for an entire year of seven establishments involving 2,569 employees were copied. These represent a store, two laundries, two paper-box factories, an establishment for making petticoats, and a foundry employing women making cores.

They are valuable in this connection as giving an accurate statement of actual wages paid and time actually worked, but can hardly be said to represent wage conditions generally because of the comparatively small amount of data included. An examination of these pay rolls show that wages were not uniform in establishments in the same industry although there was but little difference in the work performed.

The following comparative statement shows the number and per cent receiving under \$8, under \$9, and under \$10 per week, as reported to the commission by the various classes:

COMPARISON OF WAGE FIGURES OBTAINED FROM EMPLOYERS, EMPLOYEES, AND PAY ROLLS.

Source of information.	Number of women employed.	Receiving less than \$8.		Receiving less than \$9.		Receiving less than \$10.	
		Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
Employers (1,348).....	<sup>1</sup> 50,351	25,810	51.4	32,275	64.2	37,136	73.9
Employees (535 establishments).....	<sup>2</sup> 8,358	4,649	55.6	5,767	69	6,553	78.4
Pay rolls (7 establishments).....	<sup>3</sup> 992	804	88.4	.....	.....	956	96.3

<sup>1</sup> Reports as to wages were not made for 121 of these employees.

<sup>2</sup> Reports were received from 8,512, but from only 8,358 were they complete.

<sup>3</sup> The wages of 1,577 employed in these establishments less than 4 weeks are not included.

So far as concerns employers' figures of the number employed and wages paid per week, it must be remembered that few of the 50,230 women for whom reports were made worked 52 weeks in any one year. A large number of them lost as much as 10 weeks in the year from various causes, mainly due to seasonal work. Of the 8,358 women interrogated 6,647, or 79.5 per cent, reported having lost from a few days to 50 weeks during 1914, and of this number 5,847, or 87.9 per cent, lost as much as three months; only 5.3 per cent of the women lost no time, and about 15 per cent failed to report.

Lack of employment is not due entirely to seasonal work. Of 7,491 wage-earning women in 503 establishments who answered the question relating to cause of lost time, 2,016, or 26.9 per cent, gave "slack work" as the reason. Many of the women are constantly shifting employment. Three wage-earners had followed six different occupations during the year. However, 3,824, or 45.7 per cent of the number interrogated, reported that they had never followed any any other than their present occupation; 3,447, or 41.2 per cent, said they had followed but one other occupation. This shifting of occupations within short periods is responsible, according to some employers, for much inefficiency among women workers, and this in turn is a factor in keeping wages at a minimum. On the other hand, it should be remembered that the seasonal character of the work in

many industries accounts in great measure for the instability of the employment.

The seven pay rolls examined contained the names of 2,569 women employees. Of this number, 1,577 worked less than four weeks, 948 worked a week and less, and 992 worked from 4 to 52 weeks. Only 9.3 per cent of this last number worked the full year, and less than 30 per cent worked six months or more. In fact, 61.4 per cent of these 2,569 workers left their employment within four weeks. Information taken from the pay rolls of these seven establishments is summarized in the following table:

EMPLOYMENT AND WAGE CONDITIONS AS SHOWN BY THE PAY ROLLS OF 7 ESTABLISHMENTS.

	Number.	Per cent.
Pay rolls examined.....	7	
Names on pay rolls.....	2,569	
Number of women employed each day.....	418	16.2
Working less than 4 weeks.....	1,577	61.4
Working 4 weeks and over.....	992	38.6
Working 4 weeks and over who received less than \$6 per week for the time employed.....	672	67.7
Working 4 weeks and over who received less than \$8 per week for the time employed.....	877	88.4
Working 4 weeks and over who received \$8 per week or over for the time employed.....	115	11.6

The following table shows that for these women wages paid averaged as low as \$5.07 per week in one establishment and as high as \$8.54 per week in another.

TOTAL AND AVERAGE PAY OF 2,569 WAGE-EARNING WOMEN IN 7 ESTABLISHMENTS AS SHOWN BY PAY ROLLS FOR AN ENTIRE YEAR.

Establishment.	Total number employed.	Average length of employment (weeks).	Total earnings.	Average weekly earnings.
Store.....	<sup>1</sup> 1,847	13.5	\$38,153.42	\$6.24
Paper-box company.....	303	26.0	30,213.30	5.07
Laundry.....	180	18.0	16,192.86	6.65
Paper-box company.....	113	29.4	11,521.01	6.20
Petticoats.....	55	34.3	16,151.12	8.54
Laundry.....	41	28.9	8,511.76	8.17
Core workers.....	30	30.0	6,388.36	7.81
Total.....	2,569		127,131.83	

<sup>1</sup> 948 of these worked one week or less, and 1,397 were employed under four weeks. They are not included in the average length of employment or used to make the average weekly earnings.

The seven establishments distributed during the year among the 992 employees who worked longer than four weeks, \$127,131.23. This is an average of \$128.15 apiece. The 948 employees working a week and less were paid on an average of \$1.65 for their services. Were it not that so many found employment elsewhere for longer or shorter periods, only a small number of them could have lived on the wages they received from these seven establishments.



The factors of lost time and shifting of occupation were not generally considered by the wage-earners in rendering their reports. As already mentioned complete reports were received from 8,358 in 18 different occupations. A detailed statement of wages received by these women, according to their own reports, is given in the following table, only those receiving under \$8 and under \$9 per week being shown:

NUMBER AND PER CENT OF WAGE-EARNING WOMEN REPORTING EARNINGS UNDER \$8 AND UNDER \$9 PER WEEK, BY OCCUPATIONS.

Occupation.	Under \$8 per week.		Under \$9 per week.		Total number reporting.
	Number.	Per cent.	Number.	Per cent.	
Candy.....	226	77	268	90	296
Cigars.....	334	42	423	53	807
Cores.....	34	34	50	50	99
Corsets.....	472	57	640	77	835
Hosiery and knit goods.....	301	67	371	82	462
Laundries.....	505	70	609	84	746
Offices.....	141	36	197	50	336
Overalls.....	205	31	309	46	685
Paper and cigar boxes.....	269	77	313	89	366
Seeds.....	191	90	201	95	212
Stores.....	1,221	58	1,476	70	2,148
Telephone exchanges.....	336	71	388	82	474
Tobacco.....	88	54	115	71	162
Women's garments.....	291	48	366	61	621
Other occupations <sup>1</sup> .....	35	64	41	75	55
Total.....	4,649	56	5,767	69	8,358

<sup>1</sup> Shoes, woolen goods, fiber works, and metal specialties.

### A statement furnished by employers follows:

EMPLOYMENT AND WAGE CONDITIONS AS REPORTED BY EMPLOYERS.

Establishments, women employed, pay, and ages.	Number.	Per cent.
Establishments reporting.....	1,348	.....
Average number of women employed daily.....	50,351	.....
Receiving less than \$6 per week (50,230 reporting).....	10,898	21.7
Receiving less than \$8 per week (50,230 reporting).....	25,810	51.4
Receiving \$8 per week and over (50,230 reporting).....	24,420	48.6
Employed under 16 years of age.....	1,105	2.2

A study of the reports submitted by the women themselves reveals interesting data on the number living at home and the number "adrift," the number who pay board and who assist in supporting others or are themselves helped by relatives and friends, and the number who contribute all or a part of their earnings to the maintenance of the family. Many of the women interrogated did not answer all these questions. In all but four cases in the industries investigated the earnings of the women and girls "adrift" were higher than those living at home. Of the 6,173 living at home who reported earnings, 1,539 worked in stores and averaged \$7.43 per week, while 595 "adrift" store employees averaged \$8.99 per week. This difference is probably due to the fact that the average age of

those "adrift" is greater by three years than that of those living at home and the average years of experience is greater by one. Taking as a whole the 18 occupations which reported, however, the average years experience is slightly greater among those living at home than among those "adrift." The following table summarizes the age, experience, and earnings of the women living at home and adrift:

AGE, EXPERIENCE, AND EARNINGS OF 8,358 WAGE-EARNING WOMEN LIVING AT HOME AND ADRIFT.

Group.	Age.		Experience.		Earnings.		
	Number reporting.	Average years.	Number reporting.	Average years.	Number reporting.	Total weekly earnings.	Average weekly earnings.
Living at home.....	6,187	22.5	6,226	3.5	6,173	\$46,423.72	\$7.52
Adrift.....	2,076	25.2	2,102	3.4	2,100	17,419.03	8.29
Total.....	18,263	23.1	18,328	3.5	18,273	63,843.35	7.72

<sup>1</sup> Reports were received from 8,358, but some omitted to answer all three questions.

Of the 8,358 women interrogated, 6,232 living at home and 2,126 "adrift" answered the questions relating to paying board, assisting in the support of others, and receiving help from others. Of the former class 2,921, or 46.8 per cent, and of the latter group 805, or 37.8 per cent, were helped by relatives or friends. The following table gives the totals for the 18 industries investigated:

NUMBER AND PER CENT OF WAGE-EARNING WOMEN AT HOME AND ADRIFT, NUMBER AND PER CENT OF THOSE PAYING BOARD AT HOME, OF THOSE ASSISTING TO SUPPORT OTHERS, AND OF THOSE HELPED BY OTHERS (18 OCCUPATIONS).

	Total number.	Per cent.	Paying board at home.		Assisting to support others.		Helped by relatives or friends.	
			Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
Living at home.....	6,232	74.6	5,161	82.8	1,757	28.1	2,921	46.8
Adrift.....	2,126	25.4	1,852	87.1	381	17.9	805	37.8
Total.....	8,358	100.0	7,013	83.9	2,138	25.5	3,726	45.4

Of those living at home and reporting on the amount contributed to the support of the family, 41.5 per cent contributed all their earnings, 46.4 per cent contributed part of their earnings, and 12.1 did not contribute at all.

While approximately 56 per cent of all wage-earning women reporting received for their services less than a living wage (estimated by the commission to be \$8), 19.9 per cent were able to save or invest from their earnings. This is probably explained by the fact that approximately 75 per cent of these women lived at home, of which number 58.5 per cent contributed none or only a part of their earnings to the support of the family. Furthermore, those adrift who received a larger average wage per week and who contributed com-

paratively little to the support of others were undoubtedly able to save a relatively larger percentage of their wages. In the following table the savings and investments of the women reporting are shown:

AMOUNT OF SAVINGS AND INVESTMENTS REPORTED BY 8,358 WAGE-EARNING WOMEN (18 OCCUPATIONS).

Method.	Number interrogated.	Number reporting.	Number reporting amount.	Total amount reported.	Average amount.	Per cent of women reporting amount.
Savings.....	8,358	1,524	1,238	\$89,748.97	\$72.41	18.2
Investments.....	8,358	147	94	10,317.42	109.76	1.7
Total.....	8,358	1,671	1,332	100,066.39	75.12	19.9

As bearing on the problem as to whether wages paid were adequate to meet family expenses, it is of interest to note that 842, or 10 per cent, of the women wage earners interrogated and reporting were married, with many of them supporting others besides themselves. If this figure holds good with the total number of Michigan women employed in gainful occupations (estimated by the commission to be 225,000), it shows that 22,500 married women are working for a living outside their homes. With the number of divorced and widowed added to these figures, the percentage of such women depending on their own exertions for a living is still further increased.

Out of 688 women reporting the status of their husbands, 512 said that their husbands were working, 99 that they were out of work, and 66 that they were physically incapacitated for work. Out of 674 who reported as to their own earnings, 367 said they shared household expenses, 124 worked merely for their clothing and spending money, 124 entirely supported their families, and 39 supported themselves only. Two hundred and nineteen said that they were able to save a portion of their earnings.

There is considerable divergence of opinion as to what constitutes a living wage. The commission sought information on this subject not only from wage earners, but from 62 women's clubs throughout the State. The employees in large proportion considered \$10 a minimum, while one-third of the women's clubs placed it between \$8 and \$9. The figures are presented in the following table:

WEEKLY WAGES CONSIDERED NECESSARY BY 57 WOMEN'S CLUBS AND 5,673 WAGE-EARNING WOMEN IN ORDER TO LIVE DECENTLY, SHOWING PERCENTAGE OF THOSE SPECIFYING A CERTAIN AMOUNT.

Sources of information.	Number reporting.	Under \$8.		\$8 and under \$9.		\$9 and under \$10.		\$10 and over.	
		Num-ber.	Per cent.	Num-ber.	Per cent.	Num-ber.	Per cent.	Num-ber.	Per cent.
Women's clubs.....	57	15	26.3	19	33.3	9	15.8	14	24.6
Wage-earning women.....	5,673	647	11.4	1,256	22.2	854	15.0	2,916	51.4



The commission concludes:

1. That a large percentage of the women wage earners of Michigan are to-day receiving less than a living wage.
2. That this constitutes a menace to the social welfare of society that is within the power of the legislature to prevent.
3. That a considerable number of women are working under insanitary conditions that proper legislation will remedy.
4. That any industry that can not pay a living wage to its employees is a burden and not an asset, and if it moves away or goes out of business society will suffer no loss.
5. That the causes of social maladjustment are not the fault of any one class, but rest with all classes, and it remains with society, through its legislative power, as far as possible, to remove these causes.
6. That the tendency of minimum-wage legislation will be toward the elimination of inefficiency on the part of both employers and employees, and the suppression of parasitic industries. It will make relations between employers and employees more secure, better understood, and therefore more cordial; will stimulate employees to greater industry and more regard to the interest of their employers; will prevent wage cutting below a minimum by less humane employers; will reduce the number of strikes and disagreements; and will compel employers to use the latest aids to production.
7. That no material interests of the State would be injured by such a law.

The commission recommends:

1. Immediate provision for vocational training in public schools, to be supplemented by instruction and training in schools under the direction of employers and by other methods of overcoming inefficiency, as of first importance.
2. The enactment of a minimum-wage law for women. This law should provide:
  - (a) For a properly constituted minimum-wage commission, with a maximum of power in the direction of publicity and a minimum of power in the direction of coercion.
  - (b) For minimum-wage boards, composed of both employers and employees and of representatives of the consuming public, to be appointed by the commission.
  - (c) For a proper review by the minimum-wage commission of any decision by a wage board as to the necessity for, or the sum that should constitute a minimum wage, with the added right by the parties in interest to bring the review into court upon questions of law.
  - (d) For working certificates to be issued by the commission to apprentices and beginners, to the crippled, and to those who are mentally or physically unable to do a full day's work, which shall permit the employer to pay, as wages, certain proportions of the minimum wage.

A tentative minimum-wage bill is presented as Part II of the report.

## MINNESOTA.

The first biennial report of the minimum wage commission, consisting of 55 pages, gives an account of its work from August 1, 1913, the time it came into active existence, to December 31, 1914. The bill creating the commission was approved April 26, 1913.

So much of this report as gives an account of the commission's effort to establish minimum-wage determinations has been fully summarized in Bulletin 167 (pp. 55-59) and need not be repeated here. The commission's investigation of conditions, and especially of wages paid in various industries, will, however, be of interest.

The commission immediately after its organization took up the study of wages and the cost of living to ordinary working women, and its findings on these subjects constitute the major portion of the report.

There are 81 cities in Minnesota, classified into four groups—those of the first class, having a population of more than 50,000; second class, 20,000 and not more than 50,000; third class, more than 10,000 and not more than 20,000; and fourth class, not more than 10,000. Minneapolis, St. Paul, and Duluth are in the first class, Winona is in the second class, and all other cities are in the third and fourth classes.

In making its investigation into prevailing wage rates in Minnesota the commission mailed schedules containing 12 questions to employers throughout the State and secured reports from about 550 in Minneapolis, St. Paul, and Duluth and from 37 manufacturers and 44 mercantile firms outside of those cities.

More than 6,500 "Employee's schedules," containing 19 questions, were also used among working women in mercantile and manufacturing occupations in Minneapolis, St. Paul, Duluth, and Winona, and the results were tabulated for 6,542.

As to learners and apprentices, the following definition was used in the schedule: "A learner is one engaged in any occupation, not learning a definite trade, but simply becoming proficient through experience in one line of work. An apprentice is one learning a definite trade or craft."

The following table, based on data secured from schedules mailed to employers, shows the number of females employed at each classified weekly wage in the three cities of Minneapolis, St. Paul, and Duluth.

## 24 MONTHLY REVIEW OF THE BUREAU OF LABOR STATISTICS.

NUMBER OF FEMALES EARNING EACH CLASSIFIED AMOUNT OF WEEKLY WAGES IN ABOUT 550 ESTABLISHMENTS IN MINNEAPOLIS, ST. PAUL, AND DULUTH.

	Under \$2.	\$2 and under \$4.	\$4 and under \$6.	\$6 and under \$8.	\$8 and under \$10.	\$10 and under \$12.	\$12 and over.	Total.
MINNEAPOLIS AND ST. PAUL.								
Mercantile, wholesale.....			20	168	191	109	144	632
Mercantile, retail:								
5 and 10 cent stores.....			39	62	5	5		111
Department stores.....		41	572	1,263	755	347	481	3,459
Clothing stores.....		1	14	55	58	53	97	278
Dry-goods stores.....		1	84	115	141	111	143	595
Shoe stores.....				2	1	3	2	8
Furniture and hardware stores.....				2	7	7	17	33
Drug and jewelry stores.....				8	8	2	5	23
Retail millinery stores.....	1		1	3	7	7	14	33
Groceries and confectionery.....				7	18	3	20	48
Art goods, music, books.....			1	5	7	7	12	32
Miscellaneous.....			4	9	8	13	12	46
Total, mercantile, retail.....	1	43	715	1,531	1,015	558	803	1 4,667
Manufacturing:								
Drugs and chemicals.....			23	23	11	6	2	65
Food products, liquor, and tobacco.....		2	182	437	255	318	179	1,373
Leather and rubber goods.....			24	30	35	22	36	147
Lumber and furniture.....			4	15	32	13	23	87
Iron and steel.....			2	51	42	28	55	178
Printing and paper goods.....			132	502	414	109	182	1,339
Textiles.....		1	176	618	637	442	463	2,337
Clothing.....		24	327	620	582	423	391	2,367
All other manufacturing.....			11	44	52	36	27	170
Total manufacturing.....		27	881	2,340	2,060	1,397	1,358	8,063
DULUTH.								
Mercantile, wholesale.....				9	27	36	30	102
Mercantile, retail.....		15	106	141	118	71	88	539
Manufacturing:								
Food products, cigars, and tobacco.....			18	14	16	6	6	60
Leather and rubber goods.....			17	11	7	2	7	44
Lumber and furniture.....					1		3	4
Iron and steel.....			12	15	2	1	6	36
Printing and paper goods.....			8	13	9		4	34
Textiles.....			3	28	6	2	2	41
Clothing.....		6	9	18	20	7	32	1 93
Total manufacturing.....		6	67	99	61	18	60	1 314
TWIN CITIES AND DULUTH.								
Mercantile:								
Wholesale.....			20	177	218	145	174	734
Retail.....	1	58	821	1,672	1,133	629	891	1 5,206
Total mercantile.....	1	58	841	1,849	1,351	774	1,065	1 5,940
Manufacturing.....		33	948	2,439	2,121	1,415	1,418	1 8,377
Total mercantile and manufacturing.....	1	91	1,789	4,288	3,472	2,189	2,483	1 14,317

<sup>1</sup> This is not the correct sum of the items. Figures are given as shown in the report.

A more minute classification of wages is shown in the following table, giving for the three cities combined the number and per cent earning each classified amount:



NUMBER AND PER CENT OF FEMALES EARNING EACH CLASSIFIED AMOUNT OF WEEKLY WAGES IN MERCANTILE AND MANUFACTURING INDUSTRIES, ST. PAUL, MINNEAPOLIS, AND DULUTH.

Wages per week.	Manufacturing.		Mercantile.						Total manufacturing and mercantile.	
			Retail.		Wholesale.		Total.			
	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
Under \$2 per week.....			1	0.1			1	0.1	1	0.1
\$2 and under \$3.....	7	0.1	3	.1			3	.1	10	.1
\$3 and under \$4.....	27	.3	55	1.1			55	.9	82	.6
\$4 and under \$5.....	189	2.3	253	4.9	6	0.8	259	4.4	448	3.1
\$5 and under \$6.....	759	9.0	568	10.9	14	1.9	582	9.8	1,341	9.4
\$6 and under \$7.....	1,211	14.5	884	17.0	103	14.0	987	16.6	2,198	15.4
\$7 and under \$8.....	1,228	14.7	788	15.1	74	10.1	862	14.5	2,090	14.6
\$8 and under \$9.....	1,086	12.9	655	12.6	115	15.7	770	13.0	1,856	13.0
\$9 and under \$10.....	1,035	12.4	478	9.2	103	14.0	581	9.8	1,616	11.3
\$10 and under \$11.....	911	10.9	503	9.7	92	12.5	595	10.0	1,506	10.5
\$11 and under \$12.....	505	6.0	127	2.4	53	7.2	180	3.0	685	4.8
\$12 and over.....	1,419	16.9	891	17.1	174	23.7	1,065	17.9	2,484	17.4
Total.....	8,377	100.0	5,206	100.0	734	100.0	5,940	100.0	14,317	100.0

Outside of cities of the first class, pay-roll data were secured from 37 of the larger manufacturers, employing 732 females, and from 44 mercantile firms employing 476 females.

A brief summary of the weekly wage rates is given in the following table:

NUMBER AND PER CENT OF FEMALES EMPLOYED AT EACH CLASSIFIED RATE OF WEEKLY WAGE IN MANUFACTURING AND MERCANTILE INDUSTRIES IN CITIES OUTSIDE OF ST. PAUL, MINNEAPOLIS, AND DULUTH.

	Manufacturing.		Mercantile.		Total.	
	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
Under \$4 per week.....	194	26.5	62	13.0	256	23.1
\$4 and under \$5.....	112	15.3	52	10.9	164	14.8
\$5 and under \$6.....	131	17.9	73	15.4	204	18.4
\$6 and under \$7.....	91	12.4	63	13.2	154	13.9
\$7 and under \$8.....	54	7.4	63	13.2	117	10.6
\$8 and under \$9.....	30	4.1	44	9.3	74	6.7
\$9 and over.....	120	16.4	119	25.0	139	12.5
Total.....	732	100.0	476	100.0	1,108	100.0

Wage rates in other lines of industry in Minnesota are not any higher than in mercantile and manufacturing lines. The prevailing rate in laundries is slightly lower. Investigation into wage rates in laundries, hotels, restaurants, telephone and telegraph establishments, and offices showed that there was no material difference between these employments and those already discussed.

Wage data as reported by the employees themselves on schedules distributed among them are shown in the following table. The data are for the four cities, St. Paul, Minneapolis, Duluth, and Winona.

## WEEKLY WAGES AS REPORTED BY FEMALE EMPLOYEES IN MERCANTILE AND MANUFACTURING INDUSTRIES IN MINNEAPOLIS, ST. PAUL, DULUTH, AND WINONA.

Wages per week.	Minneapolis and St. Paul.		Duluth.		Winona.		Total, four cities.	
	Num- ber.	Per cent.	Num- ber.	Per cent.	Num- ber.	Per cent.	Num- ber.	Per cent.
Under \$4.....	18	0.3	11	1.8	1	1.1	30	0.5
\$4 and under \$5.....	145	2.5	58	9.3	21	22.6	224	3.4
\$5 and under \$6.....	552	9.5	50	8.0	8	8.6	610	9.3
\$6 and under \$7.....	983	16.9	65	10.5	18	19.4	1,069	16.3
\$7 and under \$8.....	937	16.1	87	14.0	18	19.4	1,042	15.9
\$8 and under \$9.....	862	14.8	65	10.5	11	11.8	938	14.3
\$9 and under \$10.....	614	10.5	74	11.9	3	3.2	691	10.6
\$10 and under \$11.....	640	11.0	64	10.3	3	3.2	707	10.8
\$11 and under \$12.....	205	3.5	14	2.3	2	2.1	221	3.4
\$12 and under \$13.....	341	5.9	43	6.9	2	2.1	386	5.9
\$13 and under \$14.....	80	1.4	21	3.4			101	1.5
\$14 and under \$15.....	70	1.2	11	1.8			81	1.2
\$15 and under \$16.....	153	2.6	31	5.0	3	3.2	187	2.9
\$16 and under \$17.....	41	.7	3	.5			44	.7
\$17 and under \$18.....	34	.6	5	.8	1	1.1	40	.6
\$18 and under \$19.....	50	.9	4	.6	1	1.1	55	.8
\$19 and under \$20.....	8	.1	3	.5			11	.2
\$20 and under \$21.....	32	.5	8	1.3			40	.6
\$21 and under \$22.....	4	.1	1	.2			5	.1
\$22 and under \$23.....	8	.1					8	.1
\$23 and under \$24.....	4	.1					4	.1
\$24 and under \$25.....	4	.1					4	.1
\$25 and under \$26.....	19	.3	3	.5	1	1.1	23	.4
\$26 and over.....	21	.4					21	.3
Total.....	5,828	100.0	621	100.0	93	100.0	6,542	100.0

The following table is a summary of expenses as reported by 1,731 working women living adrift in the Twin Cities and earning less than \$12.50 per week, and by 572 working women living adrift in Duluth and earning less than \$12.50 per week. These schedules were selected from 6,569 received:

## WEEKLY COST OF LIVING AS REPORTED BY FEMALE EMPLOYEES AND AS RECOMMENDED BY THEIR ADVISORY BOARD APPOINTED BY THE MINIMUM-WAGE COMMISSION, TWIN CITIES AND DULUTH, 1914.

Item.	As reported by females adrift.				As recommended by advisory boards.			
	Twin Cities.		Duluth.		Twin Cities.		Duluth.	
	Average for females earning less than \$12.50 per week (1,731 schedules).	Average for females same class, selected cases. <sup>1</sup>	Average for females earning \$6.50 and under \$8.50 per week.	Average for females earning less than \$12.50 per week (572 schedules).	Mercantile advisory board.	Manu- facturing advisory board.	Consolidated mercantile and manu- facturing advisory board.	
Room and food.....	\$4.39	\$4.39	\$4.13	\$4.42	\$4.80	\$5.00	\$4.90	
Laundry.....	.33	.52	.29	.35	.50	.45	.50	
Clothing.....	1.68	1.68	1.45	1.78	2.00	1.92	2.00	
Carfare.....	.53	.53	.49	.46	.50	.30	.30	
Doctor.....	.24	.44	.23	.24				
Dentist.....	.24	.34	.21	.20		.35	.33	
Oculist.....	.04	.18	.04	.04				
Church.....	.13	.17	.11	.13		.15	.10	
Books, etc.....	.11	.11	.09	.11	.10	.10		
Insurance.....	.06	.18	.04	.05	.06	.05	.06	
Lodge and club dues.....	.02	.08	.03	.03				
Amusements.....	.34	.34	.26	.31	.25	.50	.25	
Vacation.....	.27	.30	.16	.21	.10		.20	
Incidentals.....					.04			
Total.....	8.38	9.26	7.52	8.33	8.65	8.82	8.69	

<sup>1</sup> Cases selected where every item of expenditure on schedule was answered by an entry of some amount.

Following a statement of the orders issued by the commission (already given in Bulletin 167, pp. 55-59) and the action of the court in declaring the law unconstitutional, the report closes with the text of the minimum-wage law, and also a tabular synopsis of the principal provisions of the minimum-wage laws which have been enacted in the nine States, California, Colorado, Massachusetts, Minnesota, Nebraska, Oregon, Utah, Washington, and Wisconsin.

### MISSOURI.

The report of the Senate Wage Commission for Women and Children in the State of Missouri, dated February 4, 1915, presents the results of an investigation conducted by a commission chosen for the purpose of ascertaining the wages paid working women in Missouri, with a view to determining the advisability of minimum-wage legislation. It includes also the information secured by the school of social economy of Washington University on the wages, cost of living, and conditions of labor of women in the manufacturing industries of St. Louis.

The report consists of 108 pages, about 70 of which present in summarized form the testimony of some 400 witnesses examined by the commission during its sittings, which began in May, 1913, and ended February, 1914. Sittings were held in St. Louis, Kansas City, St. Joseph, Joplin, and Springfield.

The information elicited by the commission from these 400 witnesses, both employers and employees, was not reduced to tabular form, but was condensed and left in its cursory form of question and answer. The whole testimony was of such volume that it was not deemed advisable to present it in its entirety.

The condition of 10 girls working in one place in St. Louis was made the subject of a special investigation. Each girl was asked to state the amount of clothing purchased during the year in a list which she was given to fill out. Where a gown was used more than one year, she was requested to divide the cost. The prices called for were for new goods of qualities used by the girls ordinarily, not including Sunday dresses or evening gowns; "just clothing necessary to wear to and from work." All of the 10 girls in question lived at home and were able to save something out of their earnings.

The table of estimates follows.



## ESTIMATES OF ANNUAL COST OF CLOTHING OF 10 FEMALE EMPLOYEES WORKING IN ONE PLACE IN ST. LOUIS.

Employee, age, and wages per week.	Cost per year for clothing.										
	Suits.		Waists.		Hats.		Underwear.		Skirts.	Shoes.	Hosiery.
	Summer.	Winter.	Summer.	Winter.	Summer.	Winter.	Summer.	Winter.			
No. 1, 16 years, \$6.....	\$10.00	\$15.00	\$5.00	\$4.00	\$5.00	\$6.00	\$3.00	\$2.50	\$5.00	\$9.00	\$12.00
No. 2, 18 years, \$6.....		15.00	8.50	6.00	3.50	3.00	5.00	5.00	6.00	10.50	12.00
No. 3, 20 years, \$7.....	15.00	15.00	6.00	4.00	6.00	4.00	1.00	1.50		7.50	3.00
No. 4, 24 years, \$8.....	15.00	20.00	4.00	4.00	3.00	3.00	3.00	3.00	3.00	9.00	26.00
No. 5, over 24 years, \$8.....	15.00	15.00	5.00	6.00	4.00	4.00	2.00	3.00	10.00	18.00	6.00
No. 6, over 24 years, \$8.....	15.00	15.00	6.00	6.00	4.00	3.00	1.50	3.00	5.00	20.00	6.00
No. 7, over 24 years, \$9.....		7.50	3.00	2.00	3.00	3.00	1.25	1.50	5.00	3.50	2.50
No. 8, over 24 years, \$9.....		7.50	3.00	3.00	5.00	5.00	2.00	1.50	4.00	12.00	3.00
No. 9, over 24 years, \$10.....			7.50	7.50	5.00	5.00	3.50	2.00	10.00	3.50	3.00
No. 10, over 24 years, \$13.....	7.50		2.50	1.25	2.50	2.50	1.50	3.00	5.00	3.00	.50
Average.....	7.75	11.00	5.05	4.37½	4.10	3.85	2.37½	2.80	5.30	7.98	7.40

	Coats.	Petti-coats.	Gloves.	Accessories.	Toilet articles.	Corsets.	Total.
No. 1, 16 years, \$6.....	\$6.66	\$3.00	\$4.00	\$5.00	\$1.50	\$2.00	<sup>2</sup> \$96.88
No. 2, 18 years, \$6.....	3.33	5.00	3.00	2.00	3.00	5.00	95.83
No. 3, 20 years, \$7.....	7.50	3.00	1.50	2.00	3.00	3.00	83.00
No. 4, 24 years, \$8.....	10.00	4.00	4.00	5.00	3.00	2.00	121.00
No. 5, over 24 years, \$8.....	5.00	1.50	2.00	5.00	2.00	3.00	106.50
No. 6, over 24 years, \$8.....	5.00	3.00	3.00		2.00	6.00	103.50
No. 7, over 24 years, \$9.....	8.00	5.00	2.00	3.00	.50	1.00	51.75
No. 8, over 24 years, \$9.....	7.50	2.00	3.00	3.00	2.00	2.00	<sup>2</sup> 67.50
No. 9, over 24 years, \$10.....	6.75	3.00	3.00	3.00	2.00	1.00	65.75
No. 10, over 24 years, \$13.....	3.75	1.25	.69	.50	1.50	.75	37.69
Average.....	6.34	3.07½	2.62	2.85	2.05	2.57½	83.11

<sup>1</sup> This figure is not the correct average of the items; it is copied from the report.<sup>2</sup> This figure is not the correct total of the items; it is copied from the report.

The school of social economy of Washington University conducted an auxiliary investigation into the cost of living in St. Louis, wages in 13 selected industries, and wages of 1,569 women employed in the men's clothing industry.

A study of the cost of living in 1,200 cases in Kansas City, St. Louis, and elsewhere gave the following estimate per week for working women: Food, \$3.50; rent, \$2; clothing, \$1.53; laundry, 25 cents; car fare, 60 cents; amusements, 20 cents; vacation, 10 cents; church, 5 cents; insurance, 10 cents; medical attention, 20 cents; total, \$8.53.

As to wages in the selected industries, namely, clothing, boots and shoes, tobacco, printing and binding, millinery, grocer's sundries, candy, drugs, bags and baggage, paper boxes, cotton, and fur, investigation showed that 40.8 per cent of the 7,562 women employed received less than \$7 per week. In drug making 68.8 per cent of the women employed earned less than \$7 per week, while in printing and binding only 27.4 per cent earned less than \$7 per week.

In the men's clothing industry, figures were secured relative to the wages of 1,569 women, or more than 60 per cent of the total

employed in the industry. The data cover the wages of all female employees on the regular factory pay rolls.

The following table shows the number and per cent receiving each classified weekly amount:

NUMBER AND PER CENT OF FEMALES EARNING EACH CLASSIFIED AMOUNT OF WEEKLY WAGES IN MEN'S CLOTHING FACTORIES, ST. LOUIS.

Wages per week.	Number.	Per cent.
Under \$3.....	160	10. 19
\$3 to \$3.99.....	147	9. 37
\$4 to \$4.99.....	126	8. 03
\$5 to \$5.99.....	183	11. 67
\$6 to \$6.99.....	172	10. 97
\$7 to \$7.99.....	167	10. 64
\$8 to \$8.99.....	189	12. 04
\$9 to \$9.99.....	148	9. 43
\$10 to \$11.99.....	186	11. 86
\$12 to \$14.99.....	79	5. 04
\$15 and over.....	12	. 76
Total.....	1,569	100. 00

From this table it appears that 50.23 per cent of the total females employed earn less than \$7 per week and more than 60 per cent average less than \$8 per week.

The investigation made by this department of Washington University revealed great irregularity of employment in two factories manufacturing men's clothing, as is shown in the following statement:

IRREGULARITY OF EMPLOYMENT OF FEMALES IN TWO MEN'S CLOTHING FACTORIES IN ST. LOUIS.

Weeks of employment.	Number of women.	Per cent.
Not over 4 weeks.....	155	31. 19
5 to 9 weeks.....	58	11. 66
10 to 12 weeks.....	29	5. 83
13 to 16 weeks.....	23	4. 63
17 to 20 weeks.....	24	4. 83
21 to 24 weeks.....	12	2. 42
25 to 28 weeks.....	7	1. 41
29 to 32 weeks.....	17	3. 42
33 to 36 weeks.....	17	3. 42
37 to 40 weeks.....	17	3. 42
41 to 44 weeks.....	14	2. 82
45 to 48 weeks.....	22	4. 43
49 to 52 weeks.....	102	20. 52
Total.....	497	100. 00

The commission recommends minimum-wage legislation. In their opinion "there ought to be remedial legislation—either by a law fixing a minimum wage for women and girls or by the establishment of a wage board to adjust the pay of women in various parts of the State to insure for them an income sufficient at least to clothe and feed them properly. In our judgment, a commission with power to fix wages in the various occupations and to grade same, from beginner to the expert, would be best."

## OREGON (POWER LAUNDRIES IN PORTLAND).

A report of the Industrial Welfare Commission of the State of Oregon on the power laundries in Portland, 1914, embodies the results of an investigation undertaken to ascertain whether in the power laundry industry: (1) The physical demands of the work are excessive for the strength of the average woman worker, (2) whether ventilation is sufficient to insure the reasonable comfort of the employee, (3) whether the nature of the work is such that a learner's period with reduced wage is necessary in all departments, and (4) the extent to which the short week in the laundry industry interferes with the earning of a living wage.

Power laundries to the number of 17 were dealt with, employing 1,157 persons, 768 of whom were women and 389 were men. Of the female employees, 13 were minors between 16 and 18 years of age.

Wages in laundries are based upon three kinds of service—namely, hourly, weekly, and piecework. Of the 768 women employed, 455 were paid by the hour, 254 by the week, and 59 by the piece. Of the total number employed, 148 were office employees, markers, and sorters—occupations which are usually grouped together as being of a clerical nature—and 620 were employed in distinctly laundering processes. Of the 254 employees paid by the week, 137 were office employees, markers, and sorters. Thus it is seen that only 117, or less than 19 per cent of the 620 women employed in laundering processes, were assured of a fixed weekly wage. The wages of the 514 employees not paid by the week vary from week to week, even when a normal week's work of from 48 to 53 hours is put in. The only two classes of employees paid by the piece are the hand ironers and machine operators.

Wage data tabulated for 726 women working over 36 hours per week show that slightly more than 29 per cent received under \$8 per week and 54.9 per cent received under \$9 per week.

Eight dollars and twenty-five cents a week was established as a minimum wage for women workers in the laundry industry in Portland by the industrial welfare commission. Yet according to the wage data collected it is found that more than one-fourth of the women employed receive less than \$8 per week and more than one-half receive less than \$9 per week. Only one group of 16 workers out of 180 receiving \$8 and under \$9 per week averaged as high as \$8.41.

The extent of unemployment is shown by the data collected from 242 women, covering the period from April, 1913, to April, 1914. Of these, 125 reported some time lost through unemployment, ranging from 1 week and less to 11 months. Forty-two had been out of work for from one to three weeks; 66 reported as being out



of work for from one to three months; 11 lost from four to six months; and 6 lost from seven to eleven months.

The varying length of the working week has been a prevailing characteristic of the industry. The weekly rush period of the laundries is from Monday noon till Friday noon. Nearly all of the employees lose at least one-half day's work and wages, and many lose more.

Of the 754 whose hours for one week were compared, 11.8 per cent, nearly one-eighth, on a nine-hour-a-day schedule, worked between 4 and 5 days a week; 46 per cent worked less than 50 hours; and 53.7 per cent worked from 50 to 54 hours.

Following the purpose of the inquiry at the outset, some recommendations are suggested for the improvement of the physical conditions of the laundries, the methods and arrangement of work, and the health and efficiency of the employees:

1. Reduce the temperature and humidity of the work rooms to a normal degree by use of exhaust fans, exhaust hoods over machines, and any natural or artificial means available.

2. Arrange departments and machinery so that the warmest and most exacting occupations will derive the greatest benefits from the ventilation.

3. Furnish heat-deflecting devices for machines on which they may be used, e. g., body ironers.

4. Install pneumatic attachments on press machines which women are expected to operate.

5. Shift employees at work so that the heat and strain of the different occupations may be distributed.

6. Furnish padding or mats for women to stand on who work on concrete floors.

7. Permit stools at work in many departments where they are not at present supplied.

8. Maintain toilets, dressing rooms, and the laundry as a whole in a clean, well-swept condition.

#### **PENNSYLVANIA (WOMEN IN MERCANTILE ESTABLISHMENTS IN PHILADELPHIA).**

As a part of its monthly bulletin, dated January, 1915, the Pennsylvania Department of Labor and Industry publishes the results of a study of the conditions of women in mercantile establishments in Philadelphia.

The investigation extended over the seven months from November 15, 1913, to June 15, 1914, and included 55 stores, 17 of which were department stores, 18 women's specialty stores, and 20 five and ten cent stores. These 55 stores employed 9,981 women, excluding those in workroom service and private office work. Wages, number of

employees, hours and conditions of work, seasonal employment, and educational or welfare work were points of special consideration, but in connection with wages data on the cost of living of store women were also collected.

The body of the report is divided into four sections: (1) Organization, (2) general working conditions, (3) wages, and (4) working girls' budgets.

Under the head of organization is given a brief explanation of the nature of the duties of the various positions in the big department stores—the superintendent, the buyer, the assistant buyer, saleswomen, junior salesgirls, stock workers, cashiers, inspectors and wrappers, packers, messengers, clerical workers, and the contingent and extra force.

The volume of business in department stores is extremely irregular, varying by seasons, months, days, and hours of the day, and to meet this the numbers of the selling force must be correspondingly altered. The burden of this irregularity does not fall severely on the regular force, but so-called contingents or extras are employed for single days of the week or for a limited period on certain days in order to take care of the business during the busy periods. The situation will best be understood by quoting from the report:

With the exception of millinery and coat and suit saleswomen, there is a fairly regular force in all stores which is augmented from September to Christmas and during March and April. Beyond this all extremes of business are met by summoning some of the vast army of casual department store workers with which the city is supplied. Except before Christmas, when all stores increase their force, this supply of extra workers far exceeds the demand. There is also a group of full or part-time workers who are employed the year round and who are known as "contingent workers." In four stores from which information was secured there were found registered 392 of these contingents who work 2, 3, or 6 days each week. In addition to this, there are a great number who work in stores only when sent for or when the store advertises. The number of part-time workers and their distribution through the week show Monday and Saturday to be the busiest days. The following list of the number of contingents and extra help employed daily was taken from the records of one large store for November, 1913:

NUMBER OF "EXTRAS" EMPLOYED DAILY IN ONE DEPARTMENT STORE IN NOVEMBER, 1913.

	Monday.	Tuesday.	Wednes- day.	Thurs- day.	Friday.	Satur- day.
First week.....						190
Second week.....	191	68	96	127	66	189
Third week.....	199	89	105	125	78	198
Fourth week.....	193	93	117	139	88	184
Fifth week.....	192	99	146	Holiday.	140	217



The stores arrange for special days or for the busy hours of the day in many ways. Each store has a force of from 25 to 50 so-called regular full-time contingents who work the same hours as regular saleswomen, but unlike them do not belong to a department. They are assigned to places as the supply is needed, and sometimes serve in as many as five departments in one day. "Contingents" are usually found at aisle tables, where bargains are for sale. The reason for regularly assigning these girls to special "sales" is that bargain hunters get to know and look for the same girl. The life of a contingent is often not a pleasant one; she is put into a department temporarily and the regular girls often object to her presence, because she takes no part in the care of stock, is frequently obliged to ask questions, and often deprives the "regulars" of sales. The head of a department requires a girl many times a day to show her sales book and, if she is not maintaining a certain standard, removes her to another department. The "contingent" is often waiting her turn to be permanently assigned to a department; in the meantime she is gaining a knowledge of a wide variety of merchandise.

The part-time contingents work every day from 11 to 5 o'clock or only two or three days a week from 10.30 to 4.30. Relief cashiers are also employed from 11 a. m. to 4 p. m. They go from desk to desk taking the place of the regular cashiers while they are at lunch. One store has stock girls who come in at 8 a. m. and act as relief cashiers from 11 to 4.30, when they go home.

It is apparent that there are many ways of increasing the force in order to have the maximum number in the middle of the day. One store has seven different schedules of hours that apply to their special help alone. To illustrate:

Daily.....	25 contingents..	10-5 or 11-4.
Wednesday and Thursday .....	25 contingents..	10.45-4.30.
Tuesday and Friday.....	10 contingents..	10.45-4.30.
Monday and Saturday.....	60 contingents..	10.45-5.
Two, three, or four days.....	others..	9.30-5 or 8-5.30.

Another store, in addition to about 50 registered contingents, engages some girls every morning between 8 and 10 o'clock, according as special sales, the weather, or absences in the regular force warrant. At the employment office in this store may be seen every day from 20 to 50 girls and women seeking a day's work for \$1. An average of about 25 of these are engaged daily. For some it is a case of first come, first served, but, as there is a chance of being taken on until 10 o'clock, many stay until that hour and only leave when they are told that no more are needed. Many girls are known who apply daily for weeks, thereby wasting time and car fare and secure only an occasional day's work. This is the only class of extra help known who are not notified when they will be needed.

The following schedule by months for 1913 shows to what extent extra help is used by the above house. The figures quoted represent the number of extra days' work monthly—not the number of girls working, as the same girl may appear over and over.

January.....	1, 100	July.....	1, 160
February.....	1, 175	August.....	1, 149
March.....	1, 470	September.....	1, 339
April.....	1, 333	October.....	1, 959
May.....	1, 862	November.....	2, 573
June.....	1, 716	December.....	2, 349



It is seen here that January and February and July and August are the dull months for "extras" and November the busy month. The table shows more days' extra work for November than for December, because after December 24 all extras were dropped. Next in importance to the Christmas season, which marks the height of retail-store business, come the first days of the month, when charge accounts soar, and Monday, Friday, and Saturday in each week. In addition most of the Philadelphia department stores hold a much-advertised sale one day each month. All stores keep a record of several hundred extra saleswomen, often former employees, who may be called upon to work from one to ten days a month, according to business demands, and who respond according to their ability to report when needed. When there is to be a special sale, it is not infrequent for a superintendent to send out 200 postal cards and have 60 applicants, so uncertain is this class of workers.

The plan of having contingent workers is unquestionably a benefit to the organization of a large house. It secures a fresh group of workers for the middle of the day and keeps the pay roll much lower than were these people to be carried right along. In one store contingents represent 6.2 per cent and in another 50 per cent of the number of regular saleswomen. In other stores they range from 10 to 15 per cent of the regular number. For the worker who has household duties this form of selling affords an additional occupation. The records of 27 part-time contingents in one store showed only four to be under 21 and one-third to be over 35 years of age—a fact which might indicate that they had outside responsibilities. A few contingents are students or school teachers desirous of earning extra money, but many are girls striving to get on the regular force. They are adaptable and serviceable as contingents, and unless they are fortunate enough to secure permanent employment in another store they usually remain such. Many girls try to make a livelihood by working two or three days a week for two or more different stores. There is no certainty of being engaged, however, if the weather and business are not good. Usually girls are told not to report in bad weather. One store claims to pay car fare if a girl is sent for and then not needed.

The working conditions are discussed under the heads of structure of buildings, basement selling, ventilation of basements, environment, provision for health and comfort, rest rooms, lunch rooms, wash rooms, coat rooms, toilets, seats, welfare work, educational classes, instruction in store systems, educational clubs and social life, medical service, benefit associations, normal hours, overtime, Sunday work, history of Christmas closing, holiday overtime, clerical workers, and stock taking.

The prevailing method of paying women in mercantile establishments in Philadelphia is by the flat rate or fixed sum per week. Affecting wages more or less indirectly are several practices, which are explained, such as commissions, premium money, employees' discount and charge accounts, clothing requirements, fines for lateness, and fines for mistakes.

The wages of women in five department stores are shown in the following table, by occupations:

WAGES OF WOMEN IN FIVE DEPARTMENT STORES, BY OCCUPATIONS, PHILADELPHIA, 1913-14.

Wages per week.	Occupations.												Total.	
	Messengers.		Inspectors, wrappers, and cashiers.		Tube cashiers.		Stock.		Saleswomen.		Clerical workers.			
	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.
\$2.50 to \$2.99.....	140	48.3											140	1.8
\$3 to \$3.49.....	125	43.5	28	3.0			16	4.1			108	5.8	277	3.6
\$3.50 to \$3.99.....	7	2.5	38	4.1			34	8.7			76	4.1	155	2.0
\$4 to \$4.49.....	13	4.6	179	19.3			63	16.2	5	0.1	139	7.5	398	5.3
\$4.50 to \$4.99.....	3	1.1	112	12.1			47	12.1	10	.2	56	3.0	228	3.8
\$5 to \$5.49.....			93	10.0			51	13.1	40	1.0	226	12.1	410	5.4
\$5.50 to \$5.99.....			44	4.7			14	3.6	16	.4	42	2.3	116	1.5
\$6 to \$6.49.....			79	8.5	61	44.5	34	8.7	242	6.2	268	14.5	684	9.1
\$6.50 to \$6.99.....			20	2.2	9	6.6	1	.3	31	.8	26	1.4	87	1.1
\$7 to \$7.49.....			208	22.5	37	27.0	36	9.3	676	17.3	257	13.8	1,215	16.1
\$7.50 to \$7.99.....			8	.8	1	.7	1	.3	59	1.5	21	1.1	90	1.2
\$8 to \$8.49.....			90	9.7	14	10.2	23	5.9	1,023	26.1	230	12.4	1,380	18.3
\$8.50 to \$8.99.....			5	.5			4	1.0	88	2.2	9	.5	106	1.4
\$9 to \$9.49.....			18	1.9	5	3.7	21	5.4	453	11.5	130	7.0	627	8.3
\$9.50 to \$9.99.....			1	.1					67	1.7	4	.2	72	.9
\$10 to \$10.99.....			5	.5	5	3.7	18	4.6	411	10.5	104	5.6	543	7.2
\$11 to \$11.99.....			1	.1	1	.7	6	1.5	211	5.4	54	2.9	273	3.6
\$12 to \$12.99.....					3	2.2	9	2.3	203	5.2	26	1.4	241	3.2
\$13 to \$13.99.....					1	.7	5	1.3	113	2.9	16	.9	135	1.8
\$14 to \$14.99.....							2	.5	72	1.8	20	1.1	94	1.2
\$15 to \$15.99.....							1	.3	91	2.3	30	1.6	122	1.6
\$16 to \$17.99.....							2	.5	69	1.7	10	.5	81	1.0
\$18 to \$19.99.....							1	.3	23	.6	2	.1	26	.3
\$20 to \$24.99.....									14	.4	3	.2	17	.2
\$25.....									8	.2			8	.1
Total.....	288	100.0	929	100.0	137	100.0	389	100.0	3,925	100.0	1,857	100.0	7,525	100.0

Except as to saleswomen there were no additional earnings to the weekly rate in the above classes. Scarcely over one-fourth of the saleswomen in all five stores were receiving additions to their weekly rates. Saleswomen comprise 52.1 per cent of all store workers and of these 53.5 per cent receive under \$8.50 per week.

As to regularity of employment, it is stated that taking the number employed during the month of May as the normal force, or 100 per cent, it appears that during the month of December there is an increase of 42 per cent and during the month of August a decrease of 27 per cent. This indicates the number of temporary and intermittent department store workers at the command of large department stores for busy seasons.

Schedules as to the cost of living were secured from 788 girls. Of these 502, or 63.7 per cent, were found to be living at home and 286, or 36.3 per cent, were adrift. The term "adrift" designates those who are self-supporting and living in private families other than their own, and also married women who support a family, single

women or widows who are at the head of a household, and women living in boarding or lodging houses.

As to the age and experience of women found in these two groups, material was limited to one store only, employing 1,300 women. Of 290 women reporting it was found that the average age of 125 adrift and of 165 living at home was 28.8 years and 20.7 years, respectively. The average years of experience of those adrift was 4.6 and of those living at home 1.7.

The following table shows the cost of food and shelter for 286 women adrift who were living in various ways:

COMPARATIVE COST OF DIFFERENT MODES OF LIVING OF DEPARTMENT STORE WOMEN ADRIFT, PHILADELPHIA, 1913-14.

Modes of living.	Women reporting.		Average weekly earnings.	Average weekly cost of food and shelter.
	Number.	Per cent.		
Boarding and lodging.....	123	43.0	\$9.72	\$5.23
Private families.....	89	31.1	7.43	4.95
Keeping house.....	70	24.5	7.87	3.62
Organized boarding homes.....	4	1.4	7.17	3.79
Total and average.....	286	100.0	<sup>1</sup> 8.05	<sup>2</sup> 4.40

<sup>1</sup> Obtained by dividing total earnings of all the girls by the total number of girls.

<sup>2</sup> Obtained by dividing total cost of food and shelter for all the girls by total number of girls.

As to other items of expenditure it was found that the average weekly expenditure was for clothing \$1.71; for car fare 60 cents; for recreation 17 cents; and for laundry, health, insurance, and all incidentals \$1.65—a total of \$8.53 per week.

Of the "adrift" group, 58, or 32.1 per cent, besides paying their own board supported from 1 to 5 children or contributed to needy relatives in amounts varying from 10 cents to \$1.25 weekly. Information as to contributions to family was obtained from 181 saleswomen adrift and also from 181 living at home, and it is summarized in the following table:

NUMBER AND PER CENT OF SALESWOMEN ADRIFT AND LIVING AT HOME WHO CONTRIBUTED TO THE SUPPORT OF OTHERS THAN THEMSELVES.

Contributions to family.	Living at home.		Adrift.	
	Number.	Per cent.	Number.	Per cent.
Contributing part of earnings.....	116	64.1	58	32.1
Contributing all earnings.....	52	28.7		
Not contributing.....	13	7.2	123	67.9
Total.....	181	100.0	181	100.0



**MASSACHUSETTS WORKMEN'S COMPENSATION EXPERIENCE,  
JULY 1, 1912, TO SEPTEMBER 30, 1914.**

The following table shows the experience under the Massachusetts Workmen's Compensation Act from July 1, 1912, when the act went into effect, to September 30, 1914. The table covers all classifications for which pay rolls of not less than \$500,000 were reported. It was prepared by the Massachusetts Insurance Department for use in its forthcoming annual report and is here printed by permission of that department. It will be noticed that during the period covered the audited pay rolls upon which premiums were based amounted to a total of \$823,183,540. The audited earned premiums amounted to \$7,484,263. The losses actually paid totaled \$1,936,965, of which \$362,628 was for death and specified injuries, \$961,576 for weekly indemnity, and \$612,761 for medical services. The total outstanding losses amounted to \$936,910, of which \$509,005 was for death and specified injuries, \$390,785 for weekly indemnity, and \$37,120 for medical services. The total losses incurred during the whole period amounted to \$2,873,875. The table also shows the variations in net loss cost and nonparticipating rates per \$100 pay roll for the different classifications.

MASSACHUSETTS WORKMEN'S COMPENSATION EXPERIENCE, IN PRINCIPAL CLASSIFICATIONS, TERMINATED  
POLICIES JULY 1, 1912, TO SEPT. 30, 1914, INCLUSIVE.

Classification of risks.	Audited pay rolls upon which pre- miums are based.	Audited earned premiums.	Losses actually paid.					Estimated outstanding losses.			Per \$100 pay roll.	
			Death and spec- ified in- juries.	Weekly indem- nity.	Medical services.	Total paid.	Death and spec- ified in- juries.	Weekly indem- nity.	Med- ical serv- ices.	Total outstand- ing.	Total losses incurred.	Non- par- ticu- lar loss cost, June, 1915.
Additions, alterations, and repairs of ex- isting buildings and plants.....	\$903,463	\$32,493	\$203	\$1,928	\$1,224	\$3,355	\$1,126	.....	\$176	\$1,302	\$4,637	\$3.18
Arms (small) manufacturers; not charging shells.....	2,231,247	19,191	623	984	1,409	3,016	.....	\$200	27	227	3,243	.15
Automobile manufacturers.....	4,445,868	36,312	2,058	4,494	5,163	11,715	.....	878	1,111	1,989	13,704	.31
Automobile dealers and automobile ga- rages.....	4,454,915	73,158	1,177	5,570	5,164	11,911	120	510	187	817	12,728	.29
Baby carriage manufacturers.....	1,091,657	6,889	895	1,226	771	2,892	.....	360	.....	360	3,252	.30
Bakers (bread, biscuit, and cracker).....	4,981,245	35,407	1,790	6,785	3,190	11,765	3,955	4,892	107	8,954	20,719	.42
Bleacheries.....	804,773	10,231	294	661	719	1,674	2,095	1,500	.....	3,595	5,269	.65
Bobbin and spool (wood) manufacturers.....	730,213	10,539	1,889	1,664	1,937	5,520	1,513	1,516	.....	3,029	8,549	1.17
Boiler makers.....	831,142	20,745	550	3,987	2,113	6,650	2,840	3,970	106	6,916	13,566	1.63
Bookbinders.....	2,395,426	18,377	325	1,847	1,473	3,645	10	2,065	53	2,128	5,773	.24
Boot and shoe manufacturers.....	82,648,723	462,420	9,181	37,360	33,335	79,876	5,193	15,386	699	21,278	101,154	.12
Box (paper) manufacturers.....	3,254,212	33,423	702	2,673	3,353	6,728	.....	900	7	907	7,635	.23
Box (paper) manufacturers; folding; no paper making.....	1,015,567	10,419	113	1,824	1,285	3,222	.....	1,438	76	1,514	4,736	.80
Box (paper) manufacturers; solid; no paper making.....	2,127,266	32,557	1,817	3,374	2,495	7,686	1,190	1,358	186	2,734	10,420	.49
Box (wood) manufacturers and packing case manufacturers, with machinery.....	2,567,182	64,944	5,964	8,635	6,057	20,656	2,276	4,383	440	7,099	27,755	1.08
Brass goods manufacturers and brass found- ries.....	1,523,576	20,118	1,110	2,131	1,693	4,934	1,600	540	41	2,181	7,115	.47
Breweries (with or without bottling).....	2,946,315	42,557	6,372	9,674	4,438	20,483	13,560	1,628	429	15,817	36,300	1.23
Brick manufacturers, including clay dig- ging and quarrying; no mining.....	957,194	16,302	1,160	2,945	1,863	5,968	832	296	.....	1,128	7,096	.74
Brush manufacturers; no sawmill.....	970,218	4,496	359	1,034	401	1,794	.....	.....	.....	160	1,954	.20
Button manufacturers; not metal or cellu- loid.....	545,968	4,397	979	318	1,192	2,489	.....	.....	10	10	2,499	.46
Calico printers.....	5,194,732	49,112	1,140	6,633	4,290	12,063	2,433	1,104	557	4,094	16,157	.31
Candy and confectionary manufacturers.....	4,366,673	35,934	1,085	4,751	3,693	9,529	10	1,969	84	2,063	11,592	.27

	1,978,487	40,945	2,027	2,292	5,986	10,305	1,678	1,108	3,016	13,321	1.75
Car (railroad) manufacturers: no steel cars...	1,978,487	40,945	2,027	2,292	5,986	10,305	1,678	1,108	3,016	13,321	1.75
Cardboard manufacturers: no pulp mill...	690,998	9,690	179	857	1,036	2,072	45	20	576	2,648	1.50
Carpenters: construction work, not bridge building...	7,226,713	212,061	14,795	38,111	15,514	68,420	29,297	323	42,882	111,302	1.54
Carpenters: interior trim and cabinet work only...	2,267,740	38,836	1,650	3,485	1,564	6,499	1,853	132	2,301	8,800	1.50
Carpenter shops and cabinet works (shop only)...	2,220,849	36,339	4,981	6,003	2,461	13,445	10	151	3,834	17,279	.78
Carpet and rug manufacturers...	4,199,465	29,585	1,347	2,016	1,974	5,339	782	331	1,113	6,462	.15
Carriage, coach, and wagon manufacturers; not manufacturing railroad cars...	2,643,794	21,574	3,235	7,613	3,497	14,345	5,788	43	6,557	20,902	.79
Cellar excavation: no caisson or subaqueous work...	1,354,752	51,842	3,881	9,112	4,608	17,601	4,575	44	9,221	26,822	1.98
Celluloid manufacturers; no celluloid manufacturing...	516,289	23,729	143	400	885	1,398	.....	132	1,332	1,530	3.40
Celluloid goods manufacturers; no celluloid manufacturing...	1,503,590	18,620	154	911	1,382	2,447	367	215	867	3,314	.22
Chair manufacturers...	2,447,585	24,424	1,673	4,376	3,320	9,369	1,537	327	4,641	14,010	.57
Chaudreux (commercial)...	3,321,580	53,614	1,398	3,344	2,771	7,513	6,920	68	7,248	14,761	.44
Chemical manufacturers (not otherwise classified)...	521,859	12,934	38	696	431	1,165	.....	.....	.....	1,165	.22
Chocolate manufacturers...	1,301,084	9,719	49	306	324	679	.....	.....	.....	1,679	.05
Cigar and cigarette manufacturers; no machinery...	2,403,382	6,759	.....	951	131	1,082	.....	5	5	1,087	.05
Cigar and cigarette manufacturers; with machinery...	1,380,669	6,247	.....	356	113	469	.....	.....	.....	469	.03
Clerical office employees, in manufacturing plants...	48,493,312	81,657	993	1,271	1,966	4,230	200	20	880	5,110	.01
Clerical office employees, not in manufacturing plants...	51,577,586	71,636	190	2,688	1,963	4,841	3,220	138	4,906	9,747	.02
Clothing and garment manufacturers...	6,821,100	29,135	476	1,971	2,048	4,495	.....	52	1,430	5,925	.09
Clothing stores, wholesale or retail...	4,556,255	15,141	.....	788	840	1,628	200	13	213	1,841	.04
Clubhouses; not athletic, country, or yacht clubs...	1,243,170	6,309	.....	818	589	1,407	.....	.....	.....	1,407	.11
Coal merchants, receiving or shipping by land but not by water...	1,456,602	27,977	3,254	5,210	3,178	11,642	4,495	34	4,759	16,401	1.13
Coal merchants, receiving or shipping by water or by land and water...	1,723,351	46,090	5,553	13,163	4,157	22,873	11,551	106	13,624	36,497	2.12
Concrete work: buildings, reinforced concrete construction...	674,496	43,846	1,190	6,736	4,529	12,455	1,817	.....	6,866	19,321	2.86
Concrete work: floors or pavements of artificial stone or concrete...	872,246	15,253	760	626	671	2,057	1,220	215	1,446	3,503	.40
Concrete work: foundations not over 20 feet high...	949,299	32,638	391	4,269	2,098	6,758	.....	113	1,457	8,215	.87
Conduits for electric wires; construction...	546,440	18,151	.....	465	605	1,070	.....	15	140	1,210	.22
Contractors: building masonry residences, private stables, etc...	1,375,123	33,897	1,750	5,271	2,031	9,052	7,818	38	14,720	23,772	1.73
Contractors: building wooden residences, private stables, etc...	8,579,701	181,499	3,960	16,071	6,557	26,588	8,146	203	13,433	40,021	1.87
Coppersmiths; shop only...	507,393	6,319	820	766	450	2,036	1,870	.....	1,870	3,906	.47
Cord and binder twine manufacturers; not cordage...	662,240	6,564	112	478	232	822	.....	.....	1,896	2,718	.41
Cordage manufacturers...	1,190,593	22,705	1,322	1,665	711	3,698	17	.....	2,091	5,789	.49
Corset manufacturers...	1,883,553	3,670	.....	143	211	354	.....	.....	.....	354	.04



MASSACHUSETTS WORKMEN'S COMPENSATION EXPERIENCE, IN PRINCIPAL CLASSIFICATIONS, TERMINATED  
POLICIES JULY 1, 1912, TO SEPT. 30, 1914, INCLUSIVE—Continued.

Classification of risks.	Audited pay rolls upon which pre- miums are based.	Audited earned premiums.	Losses actually paid.				Estimated outstanding losses.				Per \$100 pay roll.	
			Death and spec- ified in- juries.	Weekly indem- nity.	Medical services.	Total paid.	Death and spec- ified in- juries.	Weekly indem- nity.	Med- ical serv- ices.	Total outstand- ing.		Total losses incurred.
Counter heel and sole cutters and out sole manufacturers.....	\$1,868,498	\$26,485	\$847	\$2,091	\$2,144	\$5,082	\$1,001	\$2,131	\$227	\$3,359	\$8,441	\$0.80
Cutlery manufacturers.....	967,056	10,214	258	373	553	1,184			60	60	1,244	.55
Department stores, including 5 and 10 cent stores.....	10,295,495	46,788	994	3,777	3,412	8,183	2,783	2,408	284	5,475	13,658	.13
Dredging, by floating dredges.....	631,475	21,122	1,502	1,948	832	4,282	2,432	501	86	3,019	7,301	3.00
Drivers.....	27,220,001	347,792	19,313	67,040	32,377	118,730	42,044	20,346	1,585	63,975	182,705	.67
Drop forging works.....	539,134	6,732	313	950	601	1,864			75	75	1,939	1.12
Dry-goods stores.....	4,961,396	18,889		2,002	1,058	3,060		380	29	409	3,469	.07
Dyers and finishers of textiles; new goods only.....	2,644,540	30,845	778	3,917	2,948	7,643	1,789	2,418	401	4,608	12,251	.46
Electric apparatus manufacturers.....	2,366,787	23,289	552	2,734	2,632	5,918	237	2,089	47	2,373	8,291	.35
Electrical equipment; installation and re- pairs within buildings.....	2,553,857	38,345	1,262	5,302	2,183	8,747	930	1,903	345	3,178	11,925	.47
Electric light and power companies; opera- tion, maintenance, etc.....	1,172,772	4,038			2	2					2	.37
Emergency wheel manufacturers.....	4,067,350	165,587	9,806	10,470	7,929	28,205	27,601	4,867	142	32,610	60,815	1.50
Engravers.....	787,586	11,195	210	744	2,785	3,739		1,193		1,193	4,932	.63
Engraving and tooling.....	572,810	4,678		212	181	333					393	.07
Eyelet manufacturers.....	1,313,739	8,196	48	105	386	542					542	.04
Farm laborers; no blasting.....	804,944	10,059	396	867	953	2,216		1,203		1,203	3,419	.42
Felt manufacturing.....	661,072	8,398	901	2,748	840	4,489	1,227	1,395	109	2,731	7,220	1.09
Fish curers, packers, and dealers.....	1,308,852	10,632	431	2,610	707	3,748	3,968	562	40	4,570	8,318	.64
Foundries, not otherwise classified.....	3,452,677	59,615	523	7,415	5,252	13,190	58	3,065	869	3,992	17,182	.50
Furnace (house heater) manufacturers.....	1,041,235	9,953		1,380	695	2,075		1,491	68	1,559	3,634	.35
Furniture and chair works; assembling and finishing only.....	636,642	5,564	42	1,356	695	2,093			30	30	2,123	.33
Furniture dealers; store only.....	1,811,687	7,607		1,110	1,168	2,278		2,497	73	2,570	4,848	.27
Furniture manufacturing and finishing.....	1,846,606	20,563	1,577	1,880	1,753	5,210	125	10	65	200	5,410	.35
Galvanized iron and sheet metal workers; shop.....	1,477,449	20,359	814	2,649	1,558	5,021	600		75	675	5,696	.39
Gas and steam fitters; shop only.....	790,806	6,139	813	2,697	1,341	4,851	1,207	2,132	108	3,447	8,298	1.05

Gas, steam, and hot water apparatus; fitting and installation, etc.	4,497,764	58,512	1,620	9,596	4,390	15,606	6,689	3,403	1,349	11,441	27,047	60	1.12
Gas works; laying of mains and connections; no tunneling or blasting.	704,610	24,219	292	1,478	1,054	2,824	2,900	22	82	3,004	5,828	.83	3.00
Gas works; operating of gas house, maintenance of works, mains, etc.	2,886,049	50,089	1,432	5,506	4,384	11,522	1,969	3,341	175	5,485	17,007	.59	1.40
Glass (cut) manufacturers.	752,804	4,443	.....	484	299	783	.....	2,678	.....	2,678	3,461	.46	.50
Hardware manufacturers; not including stamping not otherwise classified.	1,378,620	12,018	559	1,591	1,678	3,828	.....	188	41	229	4,057	.29	.55
Hardware stores; no manufacturers.	1,832,300	8,045	.....	1,569	679	1,248	532	.....	28	560	1,808	.10	.35
Hat (not straw) manufacturers; including molding and manufacturers of felt.	1,617,662	9,090	.....	684	867	1,551	.....	50	33	83	1,634	.10	.40
Hat (straw) manufacturers.	2,816,704	10,827	.....	725	648	1,373	.....	1,963	33	2,000	3,373	.12	.25
Hay, straw, and feed dealers.	581,429	5,031	.....	1,285	1,019	2,304	.....	323	45	368	2,672	.46	.55
Hide and leather dealers; no manufacturing	1,398,883	4,823	.....	1,773	508	1,279	.....	17	17	17	1,296	.10	.35
Hosiery manufacturers.	3,369,579	20,331	1,171	1,695	1,163	4,029	1,595	848	20	2,463	6,492	.19	.35
Hospitals.	1,823,252	7,966	312	7,712	5,534	1,558	.....	413	7	420	1,978	.11	.30
Hotels, excluding laundry.	9,145,538	43,240	685	8,971	5,070	14,726	2,028	1,250	107	3,885	18,111	.20	.30
Ice dealers; no harvesting.	1,834,834	38,157	2,021	5,013	5,074	12,108	7,716	25	125	7,866	19,974	1.09	1.75
Instrument manufacturers (professional or scientific), not otherwise classified.	593,516	3,388	175	401	426	1,002	345	138	.....	483	1,485	.26	.45
Jewelry manufacturers.	8,959,325	67,256	973	6,368	3,955	11,296	.....	744	140	684	12,180	.14	.40
Jewelry stores; wholesale or retail.	1,273,758	4,296	.....	296	264	560	.....	.....	8	8	598	.04	.30
Jute yarn manufacturers.	2,531,207	26,236	1,803	1,680	4,331	7,814	2,359	14	540	2,913	10,727	.42	.75
Knitting mills.	1,569,652	8,530	1,672	1,528	928	4,128	.....	438	22	460	4,588	.29	.35
Knitting mills (from cop yarn); no manufacturing.	1,715,950	6,622	.....	1,488	896	2,384	.....	1,638	57	1,695	4,079	.24	.30
Last manufacturers.	1,243,208	18,679	2,152	1,390	763	4,305	1,152	.....	4	1,156	5,461	.44	1.20
Laundries (not wet wash or hand laundries)	1,893,774	45,682	48	3,961	1,199	5,208	2,373	4,578	121	7,072	12,280	.65	1.40
Leather dressers.	568,895	8,157	218	333	362	913	.....	.....	.....	.....	913	.16	1.00
Leather wearing apparel manufacturers.	769,729	5,393	173	536	543	1,252	.....	.....	37	37	1,289	.17	.35
Linon manufacturers.	818,506	5,278	48	804	515	1,367	.....	.....	54	54	1,421	.17	.35
Lithographers.	1,251,277	9,845	985	616	822	2,423	.....	144	.....	144	2,567	.21	.60
Livory and boarding stables; not selling.	1,175,847	26,382	847	4,903	1,903	7,653	4,039	800	235	5,074	12,727	1.08	2.00
Lumber yards; commercial, no mill.	1,702,393	27,897	510	6,077	2,804	9,391	3,000	1,098	31	1,429	10,820	.64	1.35
Machine shops; with foundry.	3,600,911	53,354	3,388	8,550	5,130	17,068	4,665	1,900	580	7,145	24,213	.67	1.20
Machine shops; without foundry.	16,600,544	179,502	12,443	23,717	20,262	56,422	9,262	3,508	492	13,262	69,684	.42	.80
Marble cutters and polishers; no quarrying.	837,521	8,552	708	2,198	1,283	4,189	.....	685	.....	685	4,874	.58	.90
Marketmen, butchers, meat, and provision stores.	4,690,283	18,953	619	5,821	4,884	11,324	2,280	1,096	172	3,548	14,872	.32	.80
Masonry work (not otherwise classified); no blasting.	5,729,471	243,871	20,488	43,469	15,045	79,002	23,787	8,606	241	32,634	111,636	1.95	3.75
Mercantile or manufacturing premises; care, custody, and maintenance.	2,287,204	24,147	2,544	6,176	1,290	10,010	3,936	.....	102	4,038	14,048	.61	.85
Milk dealers; store or depot only.	842,905	5,288	559	1,212	1,433	3,204	.....	50	9	59	3,263	.39	.50
Millwrights; erecting and repairing machinery.	1,564,526	27,568	3,423	3,252	1,691	8,366	2,052	1,473	144	3,669	12,035	.77	1.68
Morocco dressers.	976,600	13,929	1,337	1,369	1,000	3,706	.....	.....	16	16	3,722	.38	1.00
Motorcycle and motorcycle parts manufacturers.	2,917,866	24,545	1,401	3,578	4,707	9,686	40	3,813	.....	3,853	13,539	.46	.60
Newspaper offices.	2,928,988	20,767	418	1,529	1,129	3,076	2,250	126	.....	2,376	5,432	.19	.60

MASSACHUSETTS WORKMEN'S COMPENSATION EXPERIENCE, IN PRINCIPAL CLASSIFICATIONS, TERMINATED  
POLICIES JULY 1, 1912, TO SEPT. 30, 1914, INCLUSIVE—Continued.

Classification of risks.	Audited pay rolls upon which pre- miums are based.	Audited earned premiums.	Losses actually paid.					Estimated outstanding losses.				Total losses incurred.	Net loss cost.	Per \$100 pay roll.
			Death and spec- ified in- juries.	Weekly indem- nity.	Medical services.	Total paid.	Death and spec- ified in- juries.	Weekly indem- nity.	Med- ical serv- ices.	Total outstand- ing.				
Office buildings; care, custody, and main- tenance..... Oil distributing companies..... Optical goods manufacturers..... Paint manufacturers; no lead manufac- turers..... Painting and decorating; away from shop..... Painting and decorating; interior work exclusively and from shop..... Paper coating and finishing..... Paviors, including shops and yards..... Piano manufacturers..... Piano manufacturers; assembling only..... Piano forte case manufacturers..... Planing and molding mills..... Plasterers..... Plumbers; including house connections and shop..... Printers, power..... Professors and teachers (not veterinary nor manual training)..... Publishers..... Pulp and paper manufacturers; no saw or barking mills, and no sulphite or other fibrous pulp making..... Pump manufacturers (metal)..... Quarries, bluestone, granite, or marble..... Radiator manufacturers..... Railroad construction, steam; no blasting, tunneling, or bridge building..... Restaurants and counter lunch rooms..... Road or street making; no quarrying.....	\$3, 429, 051 847, 142 1, 562, 167 526, 038 2, 029, 679 2, 998, 394 1, 947, 483 1, 502, 648 1, 787, 177 831, 284 861, 658 1, 963, 190 1, 980, 718 5, 005, 411 8, 238, 710 1, 745, 915 3, 928, 381 2, 528, 521 1, 165, 038 902, 425 1, 704, 842 815, 607 7, 048, 058 2, 602, 775	\$36, 314 12, 605 5, 744 4, 212 57, 112 44, 762 15, 393 8, 747 9, 798 4, 962 4, 665 44, 932 29, 890 70, 574 66, 180 2, 248 29, 879 42, 805 15, 134 38, 629 13, 368 39, 255 34, 681 54, 326	\$909 ..... 240 1, 009 2, 574 ..... 299 8, 747 2, 125 485 621 3, 266 1, 472 826 3, 219 769 5, 418 106 3, 107 507 4, 337 598 3, 445	\$6, 831 742 1, 669 2, 010 16, 736 4, 089 2, 607 928 2, 298 822 984 4, 179 10, 920 10, 749 8, 489 79 3, 456 4, 765 1, 099 2, 428 1, 647 2, 921 7, 024 9, 904	\$2, 240 ..... 1, 351 953 3, 904 1, 049 1, 585 473 1, 215 363 836 2, 683 1, 645 4, 671 4, 075 2, 219 43 2, 219 3, 711 3, 196 1, 796 3, 551 2, 152 4, 607 4, 012	\$9, 980 1, 130 3, 260 3, 972 23, 214 5, 138 4, 491 1, 401 5, 638 1, 670 2, 541 14, 037 16, 246 15, 783 122 6, 444 13, 894 4, 401 7, 331 7, 705 9, 410 12, 229 17, 361	\$4, 120 ..... 2, 345 468 10, 706 ..... ..... ..... 3, 005 ..... 319 3, 100 828 7, 907 6, 555 ..... ..... 3, 340 ..... 1, 987 ..... 2, 298 ..... 7, 577	\$4, 581 1, 753 2, 411 1, 759 8, 679 4, 779 ..... 1, 055 ..... 559 3, 151 1, 776 3, 567 4, 677 ..... 1, 168 2, 496 60 1, 266 .....						



Roofers, not otherwise classified.....	527, 285	20, 954	2, 190	4, 548	1, 592	8, 330	7, 063	4, 603	98	11, 764	20, 091	3, 81	3, 36
Rubber boot and shoe manufacturers.....	3, 555, 652	29, 808	823	2, 207	1, 816	4, 846	4, 846	452	22	474	3, 320	15	60
Rubber garment manufacturers; no rubber mill.....	1, 266, 746	9, 371	.....	253	442	695	695	.....	.....	.....	695	05	50
Rubber goods, not otherwise classified.....	3, 752, 925	49, 411	4, 700	10, 157	6, 977	21, 834	21, 834	3, 506	477	5, 552	27, 386	73	1, 00
Rubber hose manufacturers; no rubber mill.....	723, 273	8, 914	312	1, 363	721	2, 396	2, 396	422	73	495	2, 891	40	90
Salesmen (outside), collectors, and messengers.....	11, 156, 098	18, 873	.....	1, 045	703	1, 748	1, 748	.....	.....	.....	1, 748	02	12½
Sawmills.....	707, 142	23, 780	615	4, 143	2, 149	6, 907	6, 907	2, 117	.....	2, 117	9, 024	1, 28	2, 50
Screw manufacturers.....	1, 319, 746	11, 882	822	1, 444	3, 239	5, 505	5, 505	24	.....	34	5, 539	42	60
Ship and boat builders, steel; shop and yard work.....	4, 723, 684	142, 621	6, 284	11, 940	9, 951	28, 175	28, 175	10, 925	200	21, 934	50, 109	1, 06	3, 75
Shirt collar and cuff manufacturers, including laundry.....	1, 586, 063	6, 457	142	1, 124	525	1, 791	1, 791	420	.....	420	2, 211	14	37
Shoe and harness blacking manufacturers.....	512, 428	4, 429	657	3, 781	2, 598	7, 083	7, 083	200	14	2, 442	4, 177	82	65
Shoe-stock manufacturers.....	2, 329, 568	34, 238	704	3, 781	2, 598	7, 083	7, 083	477	80	537	7, 640	33	30
Silk manufacturers.....	3, 046, 386	10, 960	.....	497	761	1, 278	1, 278	.....	33	.....	1, 311	04	25
Silverware manufacturers.....	2, 554, 549	17, 879	772	1, 290	849	2, 347	2, 347	525	.....	625	3, 536	14	40
Sporting goods manufacturers.....	1, 152, 652	8, 386	382	1, 703	1, 262	2, 347	2, 347	.....	165	165	11, 304	22	60
Stablenen, not selling.....	666, 138	15, 547	849	1, 846	997	3, 692	3, 692	1, 511	.....	7, 612	11, 304	1, 70	2, 00
Stationery manufacturers; no paper making.....	3, 717, 298	22, 846	1, 534	2, 455	3, 486	7, 475	7, 475	2, 549	210	3, 051	10, 526	28	45
Steamship agents and stevedores; wharf employees and freight handlers.....	1, 894, 889	79, 315	8, 362	21, 805	6, 892	37, 059	37, 059	13, 738	348	26, 046	93, 105	3, 33	3, 75
Steel works; shop fabricating, railings, balconies, fire escapes, etc.....	544, 169	12, 412	144	869	1, 048	2, 051	2, 051	450	68	518	2, 569	47	1, 20
Steel works; rolling mills, bars only, no blast furnace.....	1, 192, 393	26, 562	733	1, 679	1, 197	3, 609	3, 609	2, 270	61	3, 456	7, 065	59	2, 00
Stone cutters and polishers; yard work only.....	2, 557, 816	26, 691	2, 756	3, 185	2, 038	7, 979	7, 979	712	82	7, 587	15, 566	61	90
Storage (cold).....	625, 704	10, 388	820	519	826	1, 865	1, 865	4, 280	.....	4, 280	6, 145	98	1, 25
Stores (not otherwise classified), retail.....	23, 414, 297	66, 980	553	8, 111	8, 321	16, 985	16, 985	675	238	3, 663	20, 648	09	20
Stores (not otherwise classified), wholesale.....	8, 231, 161	34, 749	947	7, 029	4, 158	12, 134	12, 134	31	231	262	12, 396	15	35
Stores (not otherwise classified), both wholesale and retail.....	5, 276, 992	18, 479	646	1, 947	1, 834	4, 427	4, 427	250	88	374	4, 801	09	30
Stove manufacturers; not sheet iron.....	1, 261, 276	10, 488	376	2, 607	707	3, 690	3, 690	.....	.....	.....	3, 690	29	65
Street railway companies, electric; all systems (urban and interurban).....	15, 229	39, 806	15, 229	39, 806	25, 909	80, 944	80, 944	23, 477	5, 982	65, 219	146, 163	62	2, 20
Sugar refiners.....	1, 108, 804	14, 709	449	1, 519	792	2, 760	2, 760	1, 345	.....	1, 395	4, 155	57	90
Suspender manufacturers.....	656, 362	4, 053	48	181	307	536	536	600	92	692	1, 228	19	50
Tack manufacturers.....	1, 051, 359	7, 698	114	204	251	569	569	.....	.....	.....	569	05	50
Tag, check, or label manufacturers (paper or cardboard only, no paper making).....	1, 830, 708	13, 825	108	603	1, 609	2, 320	2, 320	141	.....	141	2, 461	13	60
Tailor store, with or without manufacturing.....	508, 429	2, 149	.....	199	115	314	314	.....	.....	.....	314	06	30
Tanners.....	6, 275, 695	76, 942	4, 797	6, 775	5, 932	17, 504	17, 504	3, 184	457	8, 749	26, 253	42	85
Telegraph and telephone apparatus manufacturers.....	517, 574	4, 341	.....	194	431	625	625	.....	.....	.....	625	12	75
Textile manufacturers; cotton and woolen mills, excluding shoddy manufacturers.....	115, 923, 362	724, 654	34, 738	107, 038	69, 465	211, 261	211, 261	55, 720	4, 208	87, 745	299, 006	26	35
Textile machinery manufacturers.....	5, 345, 125	41, 716	1, 607	5, 353	4, 004	11, 564	11, 564	2, 003	600	5, 330	10, 894	32	80

MASSACHUSETTS WORKMEN'S COMPENSATION EXPERIENCE, IN PRINCIPAL CLASSIFICATIONS, TERMINATED POLICIES JULY 1, 1912, TO SEPT. 30, 1914, INCLUSIVE—Concluded.

Classification of risks.	Audited pay rolls upon which premiums are based.	Audited earned premiums.	Losses actually paid.						Estimated outstanding losses.				Total losses incurred.	Per \$100 pay roll.	
			Death and specified injuries.	Weekly indemnity.	Medical services.	Total paid.	Death and specified injuries.	Weekly indemnity.	Medical services.	Total outstanding.	Death and specified injuries.	Weekly indemnity.		Net loss cost, June, 1915.	Non-participating rates, June, 1915.
Theater companies; players or entertainers only; operas, dramas, etc.	\$513,856	\$2,268	\$137			\$137							\$137	\$0.03	\$0.30
Theater employees; box office, ushers, and others, not stage employees.	1,889,302	8,304	269	\$727	\$416	1,412				\$405			1,817	.10	.30
Thread (cotton or linen) manufacturers.	1,257,055	9,123	115	524	681	1,320				7			1,327	.11	.35
Tool manufacturers (not manufacturing machinery), not otherwise classified.	5,960,325	42,103	1,952	3,707	4,577	10,236							12,077	.20	.50
Turners, wood.	521,645	8,481	407	1,496	966	2,869				1,841			2,924	.56	1.20
Valves and gauges, manufacturers of.	1,319,064	10,730	610	1,137	1,191	2,938				55			3,275	.25	.65
Waterproofing cloth.	557,352	6,542	2,595	1,118	784	4,497				337			4,497	.81	.90
Waterworks; laying of mains and connections, no blasting.	788,084	26,363	7,653	2,182	1,202	11,037				51			13,751	1.74	3.00
Waterworks; operating only, no construction work.	696,914	17,631	471	506	317	1,294				20			1,314	.19	1.35
Webbing manufacturers, elastic or non-elastic.	1,379,474	9,348	114	256	249	619				32			651	.05	.50
Whip manufacturers.	832,420	6,521	252	68	441	761							761	.09	.50
Wine and spirit merchants.	3,640,111	30,587	714	1,824	1,347	3,885				4,739			8,624	.24	.75
Wine and spirit merchants; retail, no bar.	1,080,913	9,169	116	1,605	359	1,080				18			1,146	.11	.60
Wire cloth manufacturers.	2,143,163	17,981	948	3,186	1,902	6,036				99			7,382	.34	.60
Wire drawing works.	4,120,863	50,605	5,445	7,934	9,457	22,836				4,586			31,016	.75	2.00
Wire goods manufacturers (not otherwise classified); no wire drawing.	802,910	6,107	98	788	764	1,650				105			2,201	.27	.70
Wire insulation for electrical purposes.	570,831	7,705	441	1,141	964	2,546				650			3,946	1.00	1.00
Wool merchant's warehouse.	529,328	3,340		586	493	1,079				10			1,139	.22	.50
Writing and blank book paper manufacturers.	9,580,668	81,234	6,874	14,480	8,113	29,467				595			44,171	.46	.75
Yarn manufacturers.	4,155,140	26,598	2,117	1,867	2,685	6,669				111			9,685	.23	.35
Yarn finishing; no manufacturing of yarn.	851,357	3,588	235	461	473	1,169				20			2,899	.34	.30
Total.	823,183,540	7,484,263	362,628	961,576	612,761	1,936,965	509,005	390,785	37,120	936,910			2,873,875		.....

	certain main- maximum.	
<b>Oklahoma</b> Mar. 22, 1915.	of wage loss fixed scale injuries.	During first 15 days.....
<b>United States</b> Approved effect Act chs. 57,	cease when time work.	.....
<b>Ins</b>		
<b>Massachusetts</b> proved July 1, 1913; 571, 1913; 1914; 12	of wage loss; num, for not 500 weeks; for specified	During first 2 weeks.....
<b>Nevada</b> and mun. Approved effect Jan. Mar. 15, 190, 1913	of wage de- maximum, more than 60 fixed rates for injuries.	Reasonable services for first 4 months.
<b>Oregon</b> Feb. 25, 1913.	benefits for years if tem- perated rates for injuries.	Not to exceed \$250.....
<b>Texas</b> 16, 1913.	of wage de- maximum, for 300 weeks; for specified	During first week.....
<b>West Virginia</b> proved Oct. 1, 1913; —, —, 1913	of wage de- minimum, for 30 to 70 to 85 per cent, 40 per cent for life.	Not to exceed \$150; may be \$300 in special cases.
<b>Insurance</b>		
<b>Ohio</b> 15, 1911. Amended 1914.	of wage de- per week not over fixed rates injuries.	Not to exceed \$200.....
<b>Washington</b> Mar. 14, 1911. 1911. Act ch. 188, 1	not over	50 per cent of benefits added for first 6 months of total temporary disa- bility; not more than 60 per cent of wages in all.
<b>Wyoming</b> Feb. 27, 1915.	sums for injuries; others n.	.....

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PRINCIPAL FEATURES OF LAWS RELATING TO WORKMEN'S COMPENSATION AND INSURANCE.

States, etc.	Industries covered.	How election is made.		Defenses abrogated if employer does not elect.	Suits for damages are—	Special contracts.	Burden of cost is on—	Security of payments.	To be compensated disability must continue—	Compensation for—				Time for notice and claim.	Disputes settled by—	Nonresident alien beneficiaries of deceased workmen.
		By employer.	By employee.							Death.	Total disability.	Partial disability.	Medical and surgical aid.			
Compensation, elective.																
Alaska. Ch. 71. Approved Apr. 29, 1915. In effect July 28, 1915.	Mining operations (including placer, lode, vein, and reduction works) in which 5 or more persons are employed.	Presumed in absence of written notice filed with United States commissioner.	Presumed in absence of written notice served on employer, and filed with United States commissioner.	Assumed risks, fellow service, contributory negligence unless willful or due to intoxication.	Not permitted after election under the act.	Waivers are forbidden.	Employer.	Attachment may be had pending result of action, or employer may deposit cash or bond with court.	More than 2 weeks, but if for 8 weeks or more, payments run from date of injury.	\$3,000 to widow or minor orphan; \$500 to each child under 16; if unmarried, \$500 for each dependent parent; \$5,000 maximum. If single, \$1,200 to each dependent parent; no dependents, not over \$300 funeral and other expenses.	\$5,000, \$1,200 additional if wife and \$500 for each child under 16. If unmarried, \$500 for each dependent parent. No total to exceed \$6,000.	Fixed sums for specified injuries, varying with conjugal condition and number of children.	.....	Notice in 120 days; claim in 2 years.	Courts.....	.....
Colorado (compulsory as to State and municipalities). Ch. 147. Approved Apr. 19, 1915. In effect Aug. 1, 1915.	All except domestic and farm labor in which 4 or more persons are employed (casual employees excepted).	Presumed in absence of written notice to commissioner; notice of acceptance or rejection to be notified.	Presumed in absence of written notice.	Assumed risks, fellow service, and contributory negligence.	.....do.....	Act is exclusive where available.	.....do.....	Employer must insure in State fund or stock or mutual company, or give proof of solvency.	More than 3 weeks.	50 per cent of weekly wages; \$8 maximum; for 6 years, total not above \$2,500 nor less than \$1,000; no dependents, \$100.	50 per cent of weekly wages during term, \$8 maximum; \$5 minimum; full wages if less than \$5.	50 per cent of wage loss; \$8 maximum; total not over \$2,000; fixed scale for specified injuries.	During first 30 days; not over \$100 unless existing approved hospital scheme is continued.	Notice in 30 days; claim in 1 year.	Industrial commission; limited appeal to courts.	One-third benefits, not over \$1,000.
Connecticut. Ch. 138. Approved May 29, 1913. In effect Jan. 1, 1914. Amended, ch. 288, 1915.	All in which 5 or more persons are employed (outworkers and casual employees excepted).	Presumed in absence of written notice.	Presumed in absence of written notice.	.....do.....	Not permitted after electing compensation.	Approved schemes may be substituted.	.....do.....	Employer must give proof of solvency or insure risks.	More than 10 days.	50 per cent of earnings for not over 520 weeks; \$5 minimum, \$10 maximum.	50 per cent of earnings for 5 years; \$5 minimum, \$12 maximum, up to \$5,000.	50 per cent of wage decrease; \$10 maximum, for not over 312 weeks; fixed rates for specified injuries.	Such as physician may deem reasonable and necessary.	Notice at once; claim in 1 year.	Compensation commission; appeal to courts.	Half rates, except as to residents of Canada or dependents of the United States.
Illinois (compulsory as to State and municipalities). P. 314. Approved June 10, 1911. In effect May 28, 1915. Amended, p. 1, 1915.	All (casual employees and those not exposed to hazards of employment excepted).	Presumed as to employees in designated extra-hazardous employments; notice of written notice, if employer elects, filed with commissioner.	Presumed in absence of written notice, if employer elects.	Assumed risks, fellow service, contributory negligence, except in designated extra-hazardous employments (all work on farms, etc. excepted).	.....do.....	Employer may insure or maintain a benefit fund, but may not reduce liability fixed by law.	.....do.....	Employer must give proof of financial ability, furnish security, insure, or make other provision.	More than 6 working days; then compensation from second day of disability if total and permanent.	4 years' earnings; \$1,550 minimum, \$3,500 maximum; no dependents, \$150.	50 per cent of weekly earnings for 5 years; \$5 minimum, \$12 maximum, up to \$5,000.	50 per cent of wage decrease; \$12 maximum, for not more than 80 weeks; fixed rates for specified injuries.	During first 8 weeks, not over \$200; physician or surgeon during disability unless employee prefers his own.	Notice as soon as practicable, not later than 30 days; claim in 6 months.	Arbitrators for each case, subject to review by industrial board and appeal to courts.	.....
Indiana (compulsory as to State and municipalities). Ch. 106. Approved Mar. 8, 1915. In effect Sept. 1, 1915.	All except domestic and farm labor (casual employees excepted).	Presumed in absence of written notice, posted or served, and filed with industrial commissioner.	Presumed in absence of written notice, posted or served, and filed with industrial commissioner.	Contributory negligence, fellow service, and assumed risks.	.....do.....	.....do.....	.....do.....	Employer must insure in absence of proof of solvency.	More than 2 weeks.	\$100 funeral expenses; 50 per cent of wages for 300 weeks; \$5 minimum, \$12 maximum.	55 per cent of wages for 400 weeks; \$5 minimum, \$12 maximum; total not over \$5,000.	50 per cent of wage loss for not over 300 weeks; no wages considered as above \$24 nor less than \$10; schedule for specified injuries.	During first 30 days.....	Notice in 30 days; claim in 2 years.	Industrial board; limited appeal to courts.	.....
Iowa (compulsory as to State and municipalities). Ch. 17. Approved Apr. 18, 1913. In effect July 1, 1914.	.....do.....	Presumed in absence of written notice posted in establishment and filed with industrial commissioner.	Presumed in absence of written notice posted in establishment and filed with industrial commissioner.	Assumed risks and fellow service; contributory negligence unless willful.	.....do.....	Approved schemes may be substituted.	.....do.....	Employer must give proof of solvency or insure risks.	.....do.....	Funeral expenses not over \$100; 50 per cent of wages for 300 weeks; \$5 minimum, \$10 maximum.	50 per cent of wages for 400 weeks; \$5 minimum, \$10 maximum.	Fixed rates for specified injuries; proportionate to fixed rates for specified injuries.	During first 2 weeks; not over \$100, including burial if injury was fatal.	Notice in 15 days; if in 30 days, not barred except as to extent employer was prejudiced; bar absolute after 90 days.	Industrial commission and two others as arbitrators; limited appeal to courts.	.....
Kansas. Ch. 218. Approved May 14, 1911. In effect Jan. 1, 1912. Amended, ch. 216, 1913.	"Especially dangerous" (enumerated list) where 5 or more persons are employed.	Presumed in absence of written notice posted in establishment and filed with secretary of state.	Presumed in absence of written notice filed with secretary of state.	Assumed risks and fellow service; contributory negligence to be measured.	.....do.....	Approved schemes may be substituted.	.....do.....	Bond may be required to secure lump sums awarded by court. Insurers have rights and duties of insured employees.	.....do.....	3 years' earnings; \$1,200 minimum, \$5,000 maximum; no dependents, \$100.	50 per cent of weekly earnings; \$5 minimum, \$15 maximum, for not more than 5 years.	25 to 50 per cent of weekly earnings; \$3 minimum, \$12 maximum, for not more than 5 years.	Only if employee dies leaving no dependents.	Notice in 10 days; claim in 6 months.	Local committee or arbitrators; court review allowed.	\$750 maximum except to residents of Canada.
Louisiana (compulsory as to State and municipalities). No. 10. Approved June 15, 1914. In effect Jan. 1, 1915.	"Hazardous" (enumerated list, or as agreed decided by court), others by voluntary contract.	Presumed in absence of written notice to employer.	Presumed in absence of written notice to employer.	Assumed risks, fellow service, contributory negligence.	.....do.....	No contract may relieve from liability.	.....do.....	Claims have same preference as wage debts.	.....do.....	\$100 funeral and last sickness; 25 to 50 per cent of weekly wages; \$5 minimum, \$10 maximum, for not over 400 weeks.	50 per cent of weekly wages; \$5 minimum, \$10 maximum, for not over 400 weeks.	50 per cent of wage decrease; \$10 maximum, for not over 400 weeks; fixed rates for specified injuries.	During first 2 weeks; not over \$100.	Notice of accident in 15 days; claim in 6 months.	Courts; agreements between employer and employee must be approved by courts.	.....
Maine (compulsory as to State, cities, and counties). Ch. 26. Approved Apr. 1, 1915. In effect Jan. 1, 1916.	All except domestic and agricultural labor (casual employees excepted).	Writing filed with commissioner in establishment.	Presumed if employer elects; in absence of written notice, if employer elects, filed with commissioner.	As above, except for employees of not over 5 persons, and in logging operations.	.....do.....	Existing approved schemes may be continued; no waivers allowed.	.....do.....	Employer must insure or give proof of solvency and make deposit or give bond.	.....do.....	50 per cent of wages for 300 weeks; \$4 minimum, \$10 maximum; no dependents, \$200.	50 per cent of wages for 500 weeks; \$4 minimum, \$10 maximum; total not over \$5,000.	.....do.....	During first 2 weeks not over \$300 unless ordered by commission.	Notice in 30 days; claim in 1 year.	Industrial accident commission; limited appeal to courts.	Half rates except as to residents of Canada.
Michigan (compulsory as to State and municipalities). No. 10. Approved May 1, 1912. Amended, No. 79, 1916, 269, 1913; 104, 119, 171, 1915.	All (casual employees excepted).	Writing filed with accident board.	Presumed in absence of written notice, if employer elects.	Assumed risks, fellow service, and contributory negligence, except in suits by domestic and farm laborers.	Not permitted after electing compensation, unless employer is in default on insurance premiums.	Forbidden.	.....do.....	Employer must give proof of financial ability or procure State, municipal, or private insurance. If insured, claims are a first lien.	More than 2 weeks (payment from date of injury if disability lasts 8 weeks or more).	50 per cent of wages for 300 weeks; \$4 minimum, \$10 maximum; no dependents, \$200.	50 per cent of wages for 300 weeks; \$4 minimum, \$10 maximum, total not to exceed \$4,000.	50 per cent of wage decrease; \$10 maximum, for not over 300 weeks; fixed rates for specified injuries.	During first 3 weeks.....	Notice in 3 months; claim in 6 months.	Industrial accident board; arbitration; appeal to supreme court.	Included.
Minnesota. Ch. 467. Approved Apr. 24, 1913. In effect Oct. 1, 1913. Amended, Ch. 199, 209, 1915.	All except steam railroads and domestic and agricultural labor (casual employees excepted).	Presumed in absence of written notice posted in establishment and filed with commissioner of labor.	Presumed in absence of written notice to employer and filed with commissioner of labor.	Assumed risks and fellow service; contributory negligence unless willful.	Not permitted after electing compensation.	Employer may insure or maintain a benefit fund, but may not reduce liability fixed by law.	.....do.....	If insured employer is insolvent, claimants have lien on proceeds of policy.	More than 2 weeks.	\$100 funeral expenses; 25 to 60 per cent of wages for 300 weeks; \$5 minimum, \$11 maximum.	50 per cent of wages for 400 weeks; \$5.50 minimum, \$11 maximum, for not over 150 weeks; total not over \$5,000.	50 per cent of wage decrease for 300 weeks; \$5.50 minimum, \$11 maximum, for not over 150 weeks; fixed rates for specified injuries.	During first 90 days; not over \$100, or by order of court, \$200.	Notice in 14 days; if in 30 days, not barred except as to extent employer was prejudiced; bar absolute after 90 days.	Courts.....	Included.
Montana (compulsory as to public corporations and contractors therewith). Ch. 96. Approved June 8, 1915. In effect July 1, 1915.	"Inherently hazardous" (extensive list); agricultural, domestic, and casual employees excepted.	Writing filed with accident board and posted in place of business.	Presumed in absence of written notice to employer and filed with board.	Contributory negligence, fellow service, and assumed risks.	.....do.....	Waivers are forbidden; hospital fund may be maintained.	.....do.....	Employer must give proof of solvency or insure in company or with State fund.	.....do.....	\$75 funeral expenses; 30 to 50 per cent of wages for 400 weeks; \$5 minimum, \$10 maximum.	50 per cent of wages for 400 weeks; \$5 minimum, \$10 maximum; \$5 thereafter if permanent.	50 per cent of wage loss for 150 weeks; benefits and wages to be not less than \$5; fixed rates for specified injuries.	During first 2 weeks, not over \$50 unless there is hospital fund.	Notice in 60 days; claim in 6 months.	Industrial accident board; appeal to courts.	Excluded, except half benefits to wife or children under 16 years, unless treaty otherwise provides.
Nebraska. Ch. 138. Approved Apr. 21, 1913. In effect July 1, 1913.	All employing 5 or more workmen, except railroads in interstate commerce and domestic and agricultural labor (casual employees and outworkers excepted).	Presumed in absence of written notice posted in establishment and filed with insurance commissioner.	Presumed in absence of written notice to employer and filed with insurance commissioner.	Assumed risks and fellow service; contributory negligence unless willful.	.....do.....	Forbidden.	Employer.	If insured employer is insolvent, claims are enforceable directly against the company.	More than 2 weeks (payment from date of injury if disability lasts 8 weeks or longer).	\$100 funeral expenses; 50 per cent of wages for 350 weeks; \$5 minimum, \$10 maximum.	50 per cent of wages for 350 weeks; \$5 minimum, \$10 maximum; fixed rates for wages during life; \$4 minimum, \$8 maximum.	50 per cent of wage decrease; \$10 maximum, for not over 300 weeks; fixed rates for specified injuries.	During first 3 weeks; not to exceed \$200.	Notice as soon as practicable; claim in 6 months; petition filed in court in 1 year.	Arbitrators or district court of county.	Included (widows, children, and parents only).
New Hampshire. Ch. 163. Approved May 15, 1911. In effect Jan. 1, 1912.	"Dangerous" (enumerated list).	Writing filed with commissioner of labor.	By accepting compensation or continuing proceedings under the act.	None (assumed risks, fellow service, and contributory negligence restricted by liability provisions of statute).	Permitted in lieu of compensation.	.....do.....	.....do.....	Employer must give proof of financial ability or give bond.	More than 2 weeks.	150 weeks weekly earnings, not more than \$2,000; no dependents, \$100.	50 per cent of average weekly earnings; maximum, \$10 for not more than 300 weeks.	50 per cent of wage loss; not more than 300 weeks.	Only if employee dies leaving no dependents.	Notice as soon as practicable and before leaving service; claim in 6 months.	Proceedings in equity.	Beneficiaries must be residents of State.
New Jersey (compulsory as to State and municipalities). Ch. 9. Approved Apr. 4, 1911. In effect July 4, 1911. Amended, ch. 193, 1915; 244, 1914.	All (casual employees excepted).	Presumed in absence of written notice to employer.	Presumed in absence of written notice to employer.	Assumed risks and fellow service; contributory negligence unless willful.	Not permitted after electing compensation.	No substitute agreements valid.	.....do.....	Compensation payments are preferred claims on assets of employer.	.....do.....	\$100 funeral expenses; 35 to 60 per cent of wages for 300 weeks; \$5 minimum, \$10 maximum.	50 per cent of wages for 400 weeks; \$5 minimum, \$10 maximum.	Fixed scale for specified injuries, others proportionate.	During first 2 weeks; not over \$50.	Notice in 14 days; if in 30 days, not barred except as to extent employer was prejudiced, but absolute after 90 days; claim in 1 year.	Judges of court of common pleas; limited appeal to supreme court.	Excluded.
Pennsylvania (compulsory as to State and municipalities). No. 338. Approved June 2, 1915. In effect Jan. 1, 1916.	All except agricultural labor and domestic labor (casual employees excepted).	Presumed in absence of written notice posted in establishment and filed with compensation bureau.	Presumed in absence of written notice to employer and filed with compensation bureau.	Fellow service, assumption of risk, contributory negligence unless willful or recklessness.	.....do.....	Forbidden.	.....do.....	Employer must insure in State fund, stock or mutual company, or give proof of financial ability.	.....do.....	\$100 funeral expenses; 15 to 60 per cent of wages for 300 weeks; basic wages not less than \$10 nor more than \$20 per week.	50 per cent of wages for 500 weeks; \$5 minimum, \$10 maximum; total not over \$4,000.	50 per cent of wage loss; \$10 maximum, for not over 300 weeks; fixed scale for specified injuries.	During first 14 days, not over \$25, unless major operation, then \$75.	Notice in 14 days; claim in 1 year.	Workmen's compensation board and referees; appeal to courts.	Two-thirds benefits to widows and children; others excluded.
Rhode Island. Ch. 831. Approved May 24, 1915. In effect Oct. 1, 1915. Amended, ch. 937, 1915; 1268, 1915.	All employing more than 10 persons, except in domestic services and agriculture (casual employees and those earning over \$1,500 excepted).	Writing filed with commissioner of labor and industrial statistics.	Presumed in absence of written notice, if employer elects.	Assumed risks, fellow service, contributory negligence.	.....do.....	Approved schemes may be substituted; no reduction of liability allowed.	.....do.....	Payments are a claim superior to unsecured debts.	.....do.....	50 per cent of weekly wages for 300 weeks; \$4 minimum, \$10 maximum; no dependents, \$200.	50 per cent of earnings for 300 weeks; \$4 minimum, \$10 maximum.	.....do.....	Reasonable services for 30 days; maximum, \$200 in fatal cases with no dependents, including burial.	Notice in 30 days; claim in 1 year.	Courts in summary proceedings.	.....
Vermont. Ch. 164. Approved Apr. 1, 1915. In effect July 1, 1915.	All in which more than 10 persons are employed (casual employees and casual employees and those earning over \$1,500 annually excepted).	Presumed in absence of written agreement or notice to the company; industrial statistics vote.	Presumed in absence of written agreement or notice to the company; industrial statistics vote.	.....do.....	.....do.....	No contract may relieve of liability.	.....do.....	Employer must insure, give security, or proof of financial ability.	.....do.....	\$75 funeral expenses; 15 to 60 per cent of wages for 200 weeks, total not over \$5,000; basic wages not less than \$5 nor more than \$25.	50 per cent of wages for 300 weeks; then 50 per cent for 200 weeks, total not over \$5,000; \$3 minimum, \$12.50 maximum; total not over \$4,000.	50 per cent of wage decrease; \$10 maximum, for not over 300 weeks; fixed rates for specified injuries.	During first 14 days, not over \$75.	Notice in 30 days; claim in 6 months.	Industrial accident board; appeal to courts.	.....
Wisconsin (compulsory as to State and municipalities). Ch. 181. Approved May 3, 1911. In effect same date. Amended, chs. 599, 707, 1913; 121, 241, 316, 329, 378, 492, 1915.	All (casual employees excepted).	Presumed as to employers of 4 or more persons (except farmers and railroads) in absence of and by deliberate act, where acceptance of other employers file notice.	Presumed in absence of written notice, if employer elects, except on railroads, where acceptance of other employers file notice.	Assumed risks; also fellow service and contributory negligence, unless willful, if 4 or more employees (does not apply to farm labor).	.....do.....	Insurance or other schemes permitted, but no reduction of liability allowed.	.....do.....	Employer must give proof of financial ability or insure risks.	More than 1 week (payment for first week if disability lasts more than 4 weeks).	4 years' earnings, but amount added to prior disability benefits may not exceed 6 years' earnings; no dependents, \$100.	65 per cent of wages; if nurse is required, 100 per cent after 90 days; no total to exceed 6 years' earnings.	65 per cent of wage decrease; no total to exceed 4 years' earnings; fixed rates for specified injuries.	For not more than 90 days.	Notice in 30 days; claim in 2 years.	Industrial commission; appeal to courts.	Included.
Compensation, compulsory.																
Arizona. Ch. 14 (extra session). Approved June 8, 1912. In effect Sept. 1, 1912. New act, May 15, 1913.	"Especially dangerous" (enumerated list); elective as to all others.	.....do.....	.....do.....	Permitted in lieu of compensation.	Permitted in lieu of compensation.	Permitted if compensation is proportionate to preference as wage debts.	.....do.....	Judgments awarding compensation have same preference as wage debts.	At least 2 weeks, then compensation from date of accident.	2,400 times one-half the daily wages; \$1,000 maximum; burial expenses, medical and funeral expenses.	50 per cent of average semimonthly earnings, during disability, not to exceed \$4,000.	50 per cent of wage decrease until recovery, not to exceed \$4,000.	Only if employee dies leaving no dependents.	Notice in 2 weeks; none required in case of permanent disability. Action on claim within 1 year.	Arbitration, reference to attorney general, or appeal to courts.	.....
California. Ch. 399. Approved Apr. 8, 1911. In effect Sept. 1, 1911. New act, May 26, 1913. Amended, chs. 541, 607, 692, 1915.	All except domestic and agricultural labor (casual employees excepted); elective as to employed classes.	.....do.....	.....do.....	Permitted in lieu of compensation if employer was pecuniarily grossly negligent.	Permitted in lieu of compensation if employer was pecuniarily grossly negligent.	Employer may insure or maintain a benefit fund, but may not reduce liability fixed by law.	.....do.....	Payments have same preference as wage debts.	More than 2 weeks.	3 years' earnings; \$1,000 minimum, \$5,000 maximum; no dependents, \$100.	65 per cent of wages for 240 weeks, then 40 per cent for life.	65 per cent of wage decrease for fixed periods proportionate to disability.	During first 90 days; longer if commission orders.	Notice in 30 days; claim in 6 months for death.	Industrial accident commission; limited appeal to courts.	Included.

## WORKMEN'S COMPENSATION LEGISLATION IN THE UNITED STATES.

The chart following is an attempt to show in summary, comparable form the principal features of the laws included under the above title. The form of the chart varies slightly from that heretofore followed by the bureau, in that the system of compensation provided for, i. e., whether simple compensation or also requiring insurance in connection therewith, and also whether elective or compulsory, is indicated by the grouping of the States instead of by using a separate column with heading. As will be observed, several of the compensation laws and one of the insurance laws that are elective or optional in their application to private employments are compulsory as to the State and its municipalities. Of the 31 States and 2 Territories having compensations laws, all but Alaska, Arizona, New Hampshire, Oregon, Rhode Island, Texas, and West Virginia include public employees within their scope; while the Canal Zone order and the Federal statute relate, the former principally and the latter exclusively, to public employees.

The question of election by employers and employees, or their expression of choice to accept or reject the act, is placed on the footing of either a passive acceptance by one or both parties, or of an expressed choice on the part of the employer, with presumption of the employee's acceptance or an inference to that effect from his act in continuing in service.

The headings used in the chart are believed to be self-explanatory. It may be said, however, that under the term "Special contracts" notice was taken of provisions as to waivers, substitutes, or restrictive contracts. Of necessity only general provisions are here shown, qualifications and exceptions not being in place in this attempt to show in comparable form the chief aspects of this class of legislation, for the details of which recourse may be had to Bulletin No. 126, giving text and discussion of laws up to January 1, 1914, and to a forthcoming bulletin of this bureau, which will bring the laws on this subject up to date.

The groups of States having compensation and insurance laws, elective and compulsory, are as follows:

*Compensation, elective.*—Alaska, Colorado, Connecticut, Illinois, Indiana, Iowa, Kansas, Louisiana, Maine, Michigan, Minnesota, Montana, Nebraska, New Hampshire, New Jersey, Pennsylvania, Rhode Island, Vermont, Wisconsin.

*Compensation, compulsory.*—Arizona, California, Canal Zone, Hawaii, Maryland, New York, Oklahoma, United States.

*Insurance, elective.*—Massachusetts, Nevada, Oregon, Texas, West Virginia.

*Insurance, compulsory.*—Ohio, Washington, Wyoming.



## RETAIL PRICES OF FOOD IN THE UNITED STATES.

Actual retail prices of 19 principal articles of food in each of 45 important industrial cities throughout the United States are regularly reported by this bureau. So far as available the figures for the current year show a decline of 4 per cent in prices from January to June, and lower prices in each month, excepting January, than for the year 1914. The relative retail prices of 17 articles of food, and of all articles combined, in June of each year, 1911 to 1915, as compared with average prices for the year 1914, are given herewith. The aggregate of actual prices of each commodity for the year 1914 is taken as the base, or 100, and prices in June of each commodity for each of the years 1911 to 1915 are shown as changes from that base.

### RELATIVE RETAIL PRICES OF FOOD IN JUNE EACH YEAR, 1911 TO 1915.

(Price for 1914=100.)

Commodity.	June, 1911.	June, 1912.	June, 1913.	June, 1914.	June, 1915.
Sirloin steak.....	80	93	100	102	101
Round steak.....	76	88	96	100	99
Rib roast.....	83	96	99	100	100
Chuck roast.....				100	96
Plate boiling beef.....				99	97
Pork chops.....	79	87	95	98	94
Bacon.....	89	88	99	98	98
Ham.....	88	90	100	99	95
Lard.....	86	95	101	99	97
Hens.....	89	91	101	101	96
Flour.....	96	106	97	95	125
Corn meal.....	88	99	94	98	104
Eggs.....	70	75	79	80	76
Butter.....	82	93	97	93	96
Potatoes.....	153	157	96	122	91
Sugar.....	101	106	90	86	117
Milk.....	93	95	98	99	98
All commodities combined.....	88	96	96	97	97

While the price of all articles combined and weighted according to the average consumption in workingmen's families was 9 per cent higher in June, 1912, than in June, 1911, the advance in price from June, 1912, to June, 1915, was very slight, but 1 per cent, and there was no change from June, 1914, to June, 1915. For the articles taken separately, 11 declined in price from June, 1914, to June, 1915, but there was an advance so marked in flour and sugar as to offset the decline in other articles.

## RETAIL PRICES IN FOREIGN COUNTRIES.

### CANADA.

The Canadian Labor Gazette for July, 1915, reports that the features of the month in the movement of retail prices were the advances in meats, lard, cheese, and eggs, while butter, flour, and potatoes



were lower. Milk and coal also declined to summer prices in several localities. Sugar fluctuated, while beans rose in price.

There follows a table showing retail prices of commodities in different cities in the Province of Ontario for June, 1915, as compared with June, 1914.

RETAIL PRICES OF COMMODITIES IN VARIOUS CITIES IN THE PROVINCE OF ONTARIO,  
CANADA, JUNE, 1914 AND 1915.

[Source: The Labour Gazette, Department of Labor, Dominion of Canada, Ottawa, July, 1914 (pp. 112, 113); July, 1915 (pp. 105-107).]

Cities.	Beef, medium chuck, per pound.		Pork, fresh roasting, per pound.		Lard, pure leaf, per pound.		Eggs, new laid, per dozen.		Butter.			
									Dairy, tub, per pound.		Creamery prints, per pound.	
	1914	1915	1914	1915	1914	1915	1914	1915	1914	1915	1914	1915
	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.
Ottawa.....	18	17	20	19	18	20	25	25	25	29	28	32
Brockville.....	16-18	18-20	20-24	20-22	18-20	18	25	24	27	35	30	38-40
Kingston.....	18	18	20	18	17	17	20-22	20	25-28	30-35	30-35	
Belleville.....	15	15	15	17	18	18	22	20	25	30	27	31
Peterboro.....	16	18	20	20	20	18	22	22	22	30	24	33
Orilla.....	20	18	18-20	20	18	18	20	20	18-20	22	25	27
Toronto.....	16-18	14	18-22	18	16-17	15	27	23-25	20-23	28-30	25-30	33-35
Niagara Falls.....	16	18	25	20	20	20	27	25	30	33	32	34
St. Catharines.....	17-19	16	17	18	18	16-17	27	25	26	27	28-30	32
Hamilton.....	15	16	20	22	17	15	25	25	23-25	25-27	27-28	30-32
Brantford.....	17	16	20	20	18	18	25	23	25	28	30	32
Guelph.....	18	17-18	22	21	18	18	23	24	22	25	28	29
Berlin.....	20	18	22	22	18	18	22	25	24	27	27	33
Woodstock.....	13-14	14-16	20	20	18	18	22	22	22-25	30	28-30	33
Stratford.....	16	16	22	20	18	16	20	20	23	25	25	27
London.....	18	18	20	20	18	18	23	22	23	29	28	32
St. Thomas.....	16	15-16	20	20	20	18	24	22	23	28-30	28	32
Chatham.....	17	18	23	22	18	16	20	20	23	24	25	28
Windsor.....	14	18	20	20	20	15	25	20	28	30	32	32
Owen Sound.....	15-17	15-17	20	17-18	17	17	22	20	22	22	35	35
Cobalt.....	18	20	20	25	17	19	35	33	27	30	30	35
Sault Ste. Marie....	18	18	22	22	18	16	30	27	27	30	30	35

Cities.	Cheese, Canadian, new, per pound.		Bread, per pound.		Rice, good medium, per pound.		Sugar, granulated, in 51 lots, per pound.		Tea, black medium, Indian or Ceylon, per pound.		Coffee, medium Mocha, per pound.	
	1914	1915	1914	1915	1914	1915	1914	1915	1914	1915	1914	1915
	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.
Ottawa.....	19	22	3½-4	4½	5	6	4½	8	40	45	40	45
Brockville.....	18-20	22-23	4	4½	5	5	5½	8	40	40	40	40
Kingston.....	18	20	4	4½	5	5	6½	7½	35	40	40	40
Belleville.....	18	22	3½	4	5	5	5	30-60	35	30-40	30	30
Peterboro.....	18	22	5½	4	5	5	5	7½	40	30	40	40
Orilla.....	18	22	3½-4	4½	5	5	5	7½	30	30	35	40
Toronto.....	17	20	3½-4	4	5	6	4½	7½	25-35	30	25-40	30
Niagara Falls.....	20	22	4	4½	5	5	5	8½	30-50	30	28	30
St. Catharines.....	18	22	4	4½	5	5-6	5-5½	7½	30	35	40-45	30-35
Hamilton.....	18-20	22	3½	4	5	5	5	7½	25-40	40-50	30-40	35-50
Brantford.....	18	20-22	3½	4	5	5	5	7½	30	45	40	45
Guelph.....	20	22	4	4½	5	7	6	9½	25-40	35	25-40	40
Berlin.....	18	25	4	4½	5-10	5	5	7½	25-50	35-45	22-40	25
Woodstock.....	18	25	4	4	5	7	5½	8½	30	30	30	30
Stratford.....	18	22	3½	4	5	5	5	7½	30	35	30	40
London.....	19	22	4	4½	5	5	5	7½	30	40	40	45
St. Thomas.....	20	25	3½	5½	5	5	5	8½	30-40	30	30-40	35
Chatham.....	20	22	3½-4	4½	5	6	5	8	30-40	35-40	40	40
Windsor.....	20	22	4	4½	8	6	6	8½	30	40	30	40
Owen Sound.....	20	22	4	4	5	5	5½	8½	30	40	40	40
Cobalt.....	25	3½	4	4	6	5	6½	8	30	35	45	40
Sault Ste. Marie....	18	24	4½	5½	7	5	5½	7½	30-40	30	30-45	30

## RETAIL PRICES OF COMMODITIES IN VARIOUS CITIES IN THE PROVINCE OF ONTARIO, CANADA, JUNE, 1914 AND 1915—Concluded.

Cities.	Potatoes, per bag of 1½ bushels.		Coal.				Coal oil, per gallon.	
			Anthracite, per ton of 2,000 pounds.		Bituminous, per ton of 2,000 pounds.			
	1914	1915	1914	1915	1914	1915	1914	1915
Ottawa.....	\$1.35	\$0.75	\$8.25	\$7.75	\$9.00	\$5.00	<i>Cts.</i> 25	<i>Cts.</i> 25
Brockville.....	1.75	.90	7.50	7.00	5.00	-----	20	20
Kingston.....	\$1.25-1.50	.75	7.75	7.75	5.50	7.50	15	15
Belleville.....	1.60	.65	7.75	7.75	7.75	5.50	20	20
Peterboro.....	1.50	.50	7.25	7.10	5.50	5.50	20	20
Orilla.....	1.65	.50	6.95	6.60	6.00	5.50	15-20	15-20
Toronto.....	1.40-1.50	.60	7.50	7.50	5.50	5.60	20-23	20
Niagara Falls.....	1.35	.90	6.25	6.25	5.00	5.00	20	20
St. Catharines.....	1.55-1.65	.85	7.50	7.50	8.50	\$4.75-5.00	20	18
Hamilton.....	1.50	.80	7.25	7.25	6.00	6.00	18	18
Brantford.....	1.50	.65	7.50	7.25	6.00	5.50	20	18
Guelph.....	1.25	.50	7.00	7.00	5.50	5.00	18	18
Berlin.....	1.50	\$0.40-.50	7.50	7.25	6.00	5.50	22	20
Woodstock.....	1.60	.65	\$7.75-8.00	\$7.00-7.25	5.00	5.00	18	18
Stratford.....	1.25	.40	7.25	7.00	7.25	6.00	18	20
London.....	1.30	.65	7.40	7.50	6.50	6.50	17	17
St. Thomas.....	1.50	.65-.75	7.50-7.75	5.00	5.00	6.00	18	18
Chatham.....	1.60	.75-.80	7.50	7.50	5.25	6.00	15	18
Windsor.....	1.35	.90	8.25	7.50	5.00	6.50	20	18
Owen Sound.....	1.50-1.60	.50	7.25	7.25	\$5.00-6.00	5.00-6.00	15	15
Cobalt.....	1.50	1.00	9.50	9.50	-----	-----	25	25
Sault Ste. Marie....	1.25	.70	8.75	8.25	4.50-5.00	3.00-6.00	22	25

## DENMARK.

Since the occurrence of the war the Danish Statistical Office has from time to time received reports of prices in certain localities through the local committees, organized under the act of August 7, 1914, for the regulation of prices of food products and other commodities. Returns from these committees for May and June of this year<sup>1</sup> indicate a continual rise in the level of prices. Among the commodities in which this increase was particularly noticeable was potato flour, the normal price of which varies from 30 to 35 ore per kilogram (3.6 to 4.2 cents per pound); in April its average price rose to 57 ore per kilogram (6.9 cents per pound); in May to 63 ore per kilogram (7.7 cents per pound); and in June it had reached 69 ore per kilogram (8.4 cents per pound); the available supply of it in June was far below the average. Prices of sago and other flours and grains increased considerably. Brown beans, buckwheat, and certain other articles appear to be unobtainable at present. The average price of butter was about 2 ore per kilogram (0.24 cents per pound) higher in June than in May; in Copenhagen butter was 125 crowns per 50 kilograms (30.4 cents per pound), while a year prior it was 95 to 97 ore per kilogram (11.5 to 11.8 cents per pound). The increase in prices of meats is reported as very considerable, the increase between April and May being 10 per cent, and from May to June 12 per cent.

<sup>1</sup> Statistiske Efterretninger udgivet af det Statistiske Departement, Copenhagen, June 30, 1915. (Vol. 7, No. 14.)

The price of coke rose considerably as between May and June, while coal prices showed no great variation.

The following table shows the prices of some of the more important commodities:

RETAIL PRICES OF PRINCIPAL COMMODITIES OF HOUSEHOLD CONSUMPTION IN DENMARK, AT INDICATED PERIODS IN 1914 AND 1915.

Commodity.	July, last week, 1914.	August, first week, 1914.	October, last week, 1914.	December, last week, 1914.	May, 1915 (average).	June, 1915 (average).
	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>
Milk, unskimmed, per quart.....	4.8	5.0	5.0	4.5	4.7	4.8
Butter, creamery, per pound.....	28.6	26.8	31.0	32.9	31.5	31.6
Oleomargarine, per pound.....	15.7	16.4	17.9	16.7	17.2	17.4
Eggs, fresh, Danish, per dozen.....	23.3	23.3	40.2	46.5	27.5	29.4
Potatoes, per bushel.....	142.8	166.5	131.1	138.17	98.5	94.7
Peas, yellow, per pound.....	5.4	6.3	9.1	8.3		
Rye meal, per pound.....	3.0	1 4.5	4.5			
Wheat flour, American, per pound.....	3.8	4.4	4.1		4 5.1	4 5.2
Oats, hulled, cleaned, per pound.....	4.8	5.6	6.2	7.1	7.3	7.4
Rice, per pound.....	5.6	6.7	8.4	7.9	7.0	7.1
Rye bread, loaf, per pound.....	2 1.8	2 2.4				
Mixed bread, wheat and rye, per pound.....			2.3	2.4		
Bread, rye flour, best, per pound.....	2 2.9	2 3.0	2 3.3	4.6	5.0	5.0
Bread, French, wheaten, per pound.....	2 5.6	2 6.2	2 6.2	5.3	6.0	6.1
Pork, fresh, shoulder, brisket, per pound.....	13.4	12.2	14.6	15.0	18.8	19.2
Pork, salt, per pound.....	15.2	14.6	18.2			
Lard, spiced, per pound.....	12.8	12.8	20.0	21.5	22.6	22.6
Herring, fresh, each.....	1.7	1.7	1.5	1.2	1.0	1.1
Plaice, medium size, per pound.....	24.5	24.5	17.5	14.3	12.2	12.9
Sugar, brown or moist, per pound.....	4.4	4.4	4.8	4.4	4.4	4.4
Kerosene, per gallon.....	16.8	16.8	19.6	14.2	13.5	13.5
Coal, household, per bushel.....	16.0	(3)	17.4	16.1	25.1	25.3
Coke, crushed, per bushel.....	11.8	(3)	14.2	10.6	14.8	16.0
Coffee, Santos, mixture, cheapest, per pound.....					26.7	27.2
Beef, fresh, fore part, per pound.....					15.7	18.1
Beef, steak, per pound.....					21.2	23.7
Veal, fore part, per pound.....					16.7	18.1
Potato flour, per pound.....					7.7	8.3

<sup>1</sup> Price Aug. 15.

<sup>2</sup> Reported from a single cooperative bakery.

<sup>3</sup> Prices in August very irregular; increases as high as 100 per cent.

<sup>4</sup> Pillsbury's best.

### HELSINGFORS, FINLAND.

The journal<sup>1</sup> of the Finnish board of industry (*Industristyrelsen*) publishes regularly for each quarter, by months, a table of retail prices of 50 articles of ordinary consumption as reported from 21 cities or towns. The prices are shown as highest, lowest, and average for each city separately for each month of the quarter. The following table is taken from the most recently received issue of the journal mentioned, and indicates average retail prices of 37 more important commodities as reported for Helsingfors, the capital. Nine out of the 37 articles show a slight decrease in prices in March, 1915, as compared with March of the preceding year; while 27 on the other hand show a slight increase. No prices are reported for American pork during the period covered, indicating, perhaps, the shutting off of imports. The price of sugar has risen most noticeably, while meats

<sup>1</sup> Arbetsstatistik Tidskrift utgiven af Industristyrelsen i Finland. Helsingfors, 1915, Vol. 9, No. 3.



show comparatively slight increases or even decreases. The table follows:

AVERAGE RETAIL PRICES IN HELSINGFORS, FINLAND, FOR EACH OF THE MONTHS, JANUARY, FEBRUARY, AND MARCH, 1914 AND 1915.

Commodity.	January.		February.		March.	
	1914	1915	1914	1915	1914	1915
Milk:	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>
Whole, per quart.....	3.29	3.74	3.47	3.93	3.47	4.02
Skimmed, per quart.....	1.28	1.83	1.28	2.19	1.28	2.01
Butter:						
Table, per pound.....	28.54	31.34	28.27	31.16	27.05	30.11
Cooking, per pound.....	24.25	28.63	24.07	28.28	23.81	26.43
Eggs:						
Finnish, per dozen.....	38.56	39.14	34.28	37.64	30.11	36.82
Russian, per dozen.....	26.06	22.93	26.29	22.93	23.28	23.85
Potatoes, per bushel.....	53.14	60.58	49.45	69.17	49.45	69.17
Peas.....	6.50	7.36	7.02	7.53	6.67	7.70
Flour:						
Wheat, per pound.....	3.85	4.46	3.85	4.73	3.85	4.73
Rye, per pound.....	2.63	2.71	2.62	2.89	2.62	3.15
Oats, hulled, cleaned, per pound.....	4.20	5.25	4.20	5.52	4.20	5.95
Buckwheat, hulled, cleaned, per pound.....	4.20	5.25	4.20	5.43	4.20	5.43
Wheat, hulled, cleaned, per pound.....	3.06	3.94	3.06	3.94	3.06	4.38
Rice, per pound.....	5.69	5.69	5.78	6.13	5.78	6.57
Rye bread:						
Hard, per pound.....	3.76	4.20	3.67	4.46	3.67	4.99
Soft, per pound.....	2.62	2.98	2.62	3.15	2.62	3.94
Beef:						
Fresh, steak, per pound.....	10.30	9.60	10.20	9.80	10.10	10.50
Fresh, soup, per pound.....	8.50	7.79	8.14	7.70	8.32	8.93
Fresh, soup, smoked, per pound.....	17.77	16.55	17.51	14.53	17.51	14.97
Veal:						
Fattened, per pound.....	15.58	14.88	14.88	14.88	14.70	14.61
Young (month or less).....	6.83	8.23	7.18	8.58	6.74	8.32
Mutton:						
Fresh, per pound.....	14.44	13.66	14.71	14.71	14.88	15.41
Smoked, per pound.....	17.51	15.84	17.51	15.32	17.51	15.76
Pork:						
Fresh, per pound.....	14.44	13.66	14.27	13.83	14.01	14.79
Smoked, per pound.....	20.40	24.25	21.89	24.07	25.04	23.90
Salt, per pound.....	14.36	13.66	14.27	13.83	14.09	14.71
American, per pound.....	12.43		12.17		12.26	
Fish, fresh:						
Pike, per pound.....	14.97	14.44	15.67	14.79	17.08	15.23
Perch, per pound.....	10.15	9.63	9.54	9.19	13.57	14.62
Bass, per pound.....	22.94	17.68	22.15	17.68	20.66	20.31
Herring, small, per pound.....	5.69	5.78	5.08	4.90	5.52	5.08
Fish, salt:						
Herring, per pound.....	7.70	7.53	7.70	7.27	7.70	7.18
Herring, small, per pound.....	4.55	4.20	4.81	4.03	4.73	4.20
Whitefish, per pound.....	17.95	17.51	16.28	16.98	16.46	17.51
Coffee, green, per pound.....	26.96	29.76	27.31	31.16	27.05	32.21
Sugar, loaf, per pound.....	10.24	10.50	10.33	10.85	10.33	11.03
Petroleum, prime, per gallon.....	14.60	18.26	14.60	18.26	14.60	18.26

### BERLIN (GERMANY).

The following table shows the average retail prices of more important food commodities in the Berlin markets during the months of January, February, and March, 1915, as compared with the same months of 1914. Of the 21 articles here listed 18 showed a considerable increase in price in March, 1915, as compared with March, 1914, and only three articles remained unchanged in price; the largest increase took place in the price of potatoes, from 38.9 cents a bushel in March, 1914, to 90.7 cents in March, 1915, or a rise of 133.2 per cent.

## AVERAGE RETAIL PRICES OF 21 ARTICLES OF FOOD IN THE MUNICIPAL PUBLIC MARKETS OF BERLIN.

[Source: Preis-Zusammenstellungen des Statistischen Amtes der Stadt, Berlin, January-March, 1915.]

Commodity.	January.		February.		March.		Per cent of increase, March, 1915, over March, 1914.
	1914	1915	1914	1915	1914	1915	
Beef, per pound:							
Sirloin, round steak, rump.....	\$0. 220	\$0. 227	\$0. 220	\$0. 229	\$0. 220	\$0. 227	3. 1
Breast.....	. 192	. 188	. 194	. 190	. 192	. 192	
Flank.....	. 173	. 175	. 171	. 175	. 171	. 175	2. 3
Veal, per pound:							
Cutlets, loin.....	. 231	. 216	. 225	. 218	. 222	. 222	
Breast.....	. 205	. 199	. 203	. 201	. 201	. 205	2. 5
Shoulder.....	. 192	. 190	. 188	. 190	. 186	. 196	5. 4
Mutton, per pound:							
Chops, loin.....	. 216	. 227	. 214	. 229	. 212	. 235	10. 8
Breast, flank.....	. 190	. 201	. 188	. 207	. 188	. 214	13. 8
Pork, per pound:							
Loin, spare ribs.....	. 218	. 225	. 207	. 240	. 199	. 253	27. 1
Ham.....	. 190	. 199	. 184	. 220	. 175	. 235	34. 3
Shoulder, belly.....	. 173	. 194	. 164	. 218	. 160	. 235	46. 9
Bacon, smoked, per pound.....	. 207	. 255	. 201	. 298	. 194	. 324	67. 0
Ham, per pound:							
Smoked.....	. 320	. 328	. 313	. 363	. 309	. 382	23. 6
Sliced.....	. 386	. 386	. 380	. 427	. 378	. 447	18. 3
Lard, per pound.....	. 181	. 248	. 177	. 274	. 175	. 294	63. 0
Butter, per pound.....	. 300	. 358	. 298	. 352	. 298	. 367	23. 2
Eggs, per dozen.....	. 288	. 372	. 252	. 348	. 218	. 348	59. 6
Potatoes, per bushel.....	. 389	. 518	. 389	. 648	. 389	. 907	133. 2
Rye bread, per pound.....	1. 030	2. 037	1. 030	(3)	1. 030	2. 047	56. 7
Wheat bread, per pound.....	1. 059	2. 069	1. 058	(3)	1. 058	2. 073	25. 7
Milk, <sup>4</sup> unskimmed, per quart.....	. 054	. 054	. 054	. 054	. 054	. 054	

<sup>1</sup> Average of 40 bakeries, according to weight tests of the statistical office of the city of Berlin.<sup>2</sup> Average of 60 bakeries according to weight tests of the statistical office of the city of Berlin.<sup>3</sup> Not reported.<sup>4</sup> According to reports of the chamber of commerce (Ältesten der Kaufmannschaft).

## GREAT BRITAIN.

The British Board of Trade in the July issue of its Labor Gazette reports that retail prices of food were on the whole about the same on July 1, 1915, as on June 1 preceding; that prices of imported meat averaged about 3 per cent over those of the preceding month, while British meat showed little or no advance. Fish was about 4 per cent and tea about 2 per cent higher on July 1 than on June 1 preceding; eggs showed an increase of about 6 per cent, explained as being a seasonal fluctuation; on the other hand, prices of flour and bread declined, the former about 6 per cent and the latter about 4 per cent.

As compared with the prices prevailing in July, 1914, sugar showed an advance of about 68 per cent and fish of about 64 per cent. Flour was about 50 per cent and bread about 40 per cent higher. The prices of British and of imported meat averaged about 40 per cent and 50 per cent higher, respectively. For the remaining articles the average change varied from an advance of 33 per cent in the price of cheese to a slight reduction in the price of potatoes.

The table following shows the per cent of increase of prices prevailing on July 1, 1915, as compared with prices on June 1, 1915, and July 1, 1914.

PER CENT OF INCREASE IN RETAIL FOOD PRICES IN GREAT BRITAIN, JULY 1, 1915,  
AS COMPARED WITH JULY 1, 1914, AND JUNE 1, 1915.

Commodity.	Per cent of increase July 1, 1915, as compared with—		Commodity.	Per cent of increase July 1, 1915, as compared with—	
	June 1, 1915.	July 1, 1914.		June 1, 1915.	July 1, 1914.
Beef, British:			Potatoes.....	2 1	2 2
Ribs.....	2	37	Bread.....	2 4	41
Thin flank.....	1	46	Tea.....	2	28
Beef, chilled or frozen:			Sugar (granulated).....	2 1	68
Ribs.....	3	46	Eggs (fresh).....	12	24
Thin flank.....	3	64	Milk.....	(1)	10
Mutton, British:			Butter:		
Legs.....	(1)	29	Fresh.....	(1)	15
Breast.....	(1)	42	Salt.....	(1)	16
Mutton, frozen:			Cheese.....	1	33
Legs.....	3	41	Margarine.....	2 1	4
Breast.....	3	61			
Bacon (streaky).....	1	18	All above articles (weighted net percentage increase).....	(1)	32½
Fish.....	4	64			
Flour (households).....	2 6	49			

<sup>1</sup> No change.

<sup>2</sup> Decrease.

The general increase in retail prices of food since the beginning of the war, making an allowance for the relative importance of the several articles in working-class households, is rather greater in large than in smaller towns, and may be estimated at 35 per cent for the former and at 30 per cent for small towns and villages.

### ITALY.

The semimonthly bulletin of the Italian Labor Office <sup>1</sup> publishes at the beginning of each month a short table of retail prices of seven articles of ordinary consumption, showing average prices in several cities (40 to 42) as furnished by cooperative stores, local labor unions, and chambers of commerce. Relative prices of these same commodities are also shown in parallel columns, the base from which changes are reckoned being the average prices for the year 1912.

The following table shows the relative prices of the seven commodities for each of the months, January to April, 1915, as compared with prices of the corresponding months of 1914:

RELATIVE RETAIL PRICES OF 7 ARTICLES OF FOOD BASED ON AVERAGE PRICES  
FROM 40 TO 42 CITIES IN ITALY, JANUARY TO APRIL, 1914 AND 1915.

Commodity.	January.		February.		March.		April.	
	1914	1915	1914	1915	1914	1915	1914	1915
Bread, wheaten.....	95.9	110.7	93.4	115.0	93.9	114.3	93.6	114.8
Flour, wheat.....	92.8	111.1	90.7	116.2	91.2	123.0	99.0	121.3
Macaroni, spaghetti, etc.....	98.3	109.7	97.3	114.0	97.3	116.9	96.2	119.9
Beef.....	87.7	90.1	91.3	93.6	87.8	94.2	87.2	93.0
Bacon.....	100.2	103.4	104.3	102.8	105.8	102.4	103.8	105.2
Oil, table.....	93.4	90.0	92.0	93.5	95.5	92.5	92.5	95.5
Milk.....	102.3	99.1	100.5	94.7	98.5	97.6	100.9	96.2
Average for all commodities...	95.7	102.0	95.6	103.6	95.7	105.8	96.2	106.5

<sup>1</sup> Bollettino dell' Ufficio del Lavoro. Rome, 1915. New series (semimonthly). Vol. 3, Nos. 5, 7, 9, 11.



## NETHERLANDS.

The following table of relative retail prices is published by the Journal (*Maandschrift*) of the Dutch statistical office for June 30, 1915, and presents the relative prices of 29 articles of everyday consumption for the year 1913, for 7 and 5 month periods in 1914, and for each of 5 months in 1915, the basic prices being those reported by two cooperative stores, one with branches in Amsterdam, Haarlem, Arnhem, Utrecht, Leeuwarden, and the other at The Hague. The prices of the year 1893 are taken as the base or 100 from which base changes are calculated.

RELATIVE RETAIL PRICES IN THE NETHERLANDS, 1913, 1914, AND JANUARY TO MAY, 1915.

(Average prices, 1893=100.)

Commodity.	1913	January to July, 1914.	August to December, 1914.	January, 1915.	February, 1915.	March, 1915.	April, 1915.	May, 1915.
Beans, brown.....	154	150	164	168	164	164	171	171
Beans, white.....	166	169	179	179	179	186	200	203
Peas.....	150	167	161	169	169	181	186	183
Peas, field.....	125	152	139	143	143	152	155	168
Peas, green.....	157	140	147	157	157	160	160	147
Barley, pearl.....	113	110	126	132	132	139	145	145
Buckwheat, hulled, cleaned.....	104	104	137	162	171	175	167	167
Oats, hulled, cleaned.....	103	103	107	107	110	117	133	140
Cheese, Leyden.....	140	140	139	149	149	154	156	166
Cheese, full cream.....	124	126	124	128	133	135	136	147
Coffee.....	94	87	89	91	90	90	91	91
Oleomargarine.....	127	98	101	105	105	102	102	102
Flour, rye.....	85	78	85	107	111	115	115	115
Flour, wheat.....	124	124	141	147	153	165	165	165
Flour, buckwheat.....	105	105	119	133	138	143	138	143
Butter.....	94	94	101	106	113	113	122	130
Butter, cooking.....	135	134	151	161	174	185	196	200
Oil, rape seed.....	136	133	142	145	160	173	188	196
Rice.....	116	112	119	125	122	125	128	128
Soda.....	83	83	100	100	100	100	100	100
Starch.....	103	103	107	110	113	120	133	133
Sirup.....	100	100	100	100	104	125	121	129
Sugar, moist.....	89	89	95	95	96	96	98	98
Sugar, granulated.....	85	87	92	92	92	92	93	93
Tea.....	112	112	114	115	115	115	115	115
Vermicelli.....	121	117	141	166	176	186	200	207
Soap, white bristol.....	100	100	100	109	115	115	111	117
Soap, green, soft.....	87	83	92	108	108	112	121	129
Salt.....	80	80	90	90	90	90	90	90
Average for all commodities.....	114	113	121	128	130	135	139	142

NORWAY.<sup>1</sup>

The general increase in prices of many articles of ordinary consumption which had prevailed in 1911, 1912, and 1913 continued during the first months of 1914. This was particularly true of country products, beef, pork, butter, and eggs, while the prices of other commodities were somewhat more stable. The war, however, generally caused large fluctuations in the price level; but agricul-

<sup>1</sup> Sociale Meddelelser utgit av Socialavdelingen under Departementet for Sociale Saker, Handel, Industri og Fiskeri. Christiana, 1915. No. 2-3.

tural products, with the exception of flours and grains which rose in price in an extraordinary fashion, relatively declined.

Relative retail prices and average retail prices of certain indicated commodities as reported from 20 different centers throughout the Kingdom are shown in the two tables following; the first is a statement by means of index numbers; the second shows actual average retail prices.

## RELATIVE RETAIL PRICES IN NORWAY, 1912 TO 1914.

(Average price of 1911=100.)

Commodity.	1912	1913	1914	July, 1914.	August, 1914.	Septem- ber, 1914.	Octo- ber, 1914.	Novem- ber, 1914.	Decem- ber, 1914.
Beef:									
Steak, fresh.....	114	128	128	133	130	122	112	113	119
Soup.....	116	133	130	137	134	120	111	113	119
Mutton:									
Fresh, hind quarters....	108	118	123	133	129	113	103	107	114
Fresh, fore quarters....	108	125	125	136	132	118	107	110	116
Salt.....	105	125	125	126	133	127	120	122	125
Veal:									
Steak.....	108	122	119	122	123	111	108	114	118
Fore quarters.....	109	125	125	126	129	125	112	121	123
Very young.....	110	125	129	134	141	128	119	116	131
Pork:									
Fresh.....	97	109	114	112	114	112	110	114	115
Norwegian, salt.....	97	110	113	109	113	110	109	112	114
American.....	98	110	114	114	117	114	119	116	119
Milk:									
Whole.....	106	106	106	106	106	106	106	106	113
Skimmed.....	100	100	100	100	100	100	100	113	100
Butter, creamery.....	107	109	110	110	117	110	115	116	121
Eggs, fresh.....	106	108	111	99	102	98	119	139	155
Cheese, goat's milk.....	100	105	111	111	111	111	113	113	112
Flour:									
Rye.....	111	111	129	105	142	147	179	179	195
Wheat.....	100	97	100	91	106	109	115	118	118
Sugar:									
Refined.....	106	94	98	92	110	116	108	103	102
Brown or moist.....	107	95	98	90	110	121	109	100	98
Crushed.....	105	94	96	89	106	111	103	102	102
Coffee:									
Java Malang.....	107	107	105	104	106	107	106	106	107
Guatemala.....	111	111	107	107	110	108	109	109	111
Santos.....	112	112	105	103	107	107	109	108	107
Kerosene, water white.....	111	129	121	115	126	125	125	123	124
Coal.....	124	134	124	116	135	133	128	127	128
Coke.....	128	134	135	127	155	149	137	136	137
Average for all com- modities.....	108	114	115	113	120	117	115	117	120

AVERAGE RETAIL PRICES OF INDICATED COMMODITIES IN 20 CITIES IN NORWAY,  
JULY TO DECEMBER, 1914, AND JANUARY TO MARCH, 1915.

Commodity.	1914						1915		
	July.	August.	Septem-ber.	Octo-ber.	Novem-ber.	Decem-ber.	Janu-ary.	Febru-ary.	March.
Beef:									
Steak, fresh, per pound..	\$0.171	\$0.167	\$0.157	\$0.145	\$0.146	\$0.153	\$0.151	\$0.164	\$0.164
Soup, per pound.....	.152	.148	.133	.123	.125	.131	.142	.145	.164
Mutton:									
Fresh, hind quarter, per pound.....	.181	.175	.153	.140	.146	.156	.161	.173	.177
Fresh, fore quarter, per pound.....	.170	.165	.148	.134	.137	.145	.158	.161	.169
Salt, per pound.....	.136	.143	.137	.130	.132	.135	.139	.132	.145
Veal:									
Steak, per pound.....	.175	.176	.159	.154	.164	.169	.174	.165	.180
Fore quarter, per pound.....	.157	.160	.154	.139	.150	.152	.157	.158	.163
Very young, per pound..	.111	.117	.106	.098	.096	.108	.106	.101	.101
Pork:									
Fresh, per pound.....	.171	.175	.171	.168	.175	.176	.184	.188	.190
Norwegian, salt, per pound.....	.177	.184	.180	.177	.182	.186	.191	.193	.196
American, per pound....	.187	.192	.187	.196	.191	.194	.184	.194	.205
Milk:									
Whole, per quart.....	.043	.043	.043	.043	.043	.046	.046	.046	.046
Skimmed, per quart.....	.020	.020	.020	.020	.023	.020	.020	.020	.020
Butter, creamery, per pound.....	.297	.355	.297	.310	.314	.327	.333	.325	.325
Eggs, fresh, per dozen.....	.262	.270	.260	.315	.368	.411	.410	.393	.370
Cheese, goat's milk, per pound.....	.200	.200	.200	.203	.203	.202	.202	.207	.207
Flour:									
Rye, per pound.....	.024	.033	.034	.041	.041	.045	.046	.047	.050
Wheat, per pound.....	.038	.044	.045	.047	.050	.050	.050	.055	.056
Sugar:									
Refined, per pound.....	.071	.084	.089	.083	.080	.078	.077	.077	.078
Brown or moist, per pound.....	.063	.078	.090	.077	.071	.070	.077	.077	.077
Crushed, per pound.....	.067	.080	.084	.078	.077	.077	.070	.074	.071
Coffee:									
Java Malang, per pound..	.341	.349	.350	.349	.346	.353	.356	.357	.356
Guatemala, per pound...	.308	.315	.309	.312	.314	.317	.317	.322	.321
Santos, per pound.....	.269	.280	.280	.283	.281	.277	.284	.282	.282
Kerosene, water white, per gallon.....	.186	.205	.203	.203	.199	.201	.201	.199	.199
Coal, per ton.....	7.16	8.33	8.17	7.93	7.85	7.88	8.58	9.49	11.12
Coke, per bushel.....	.160	.196	.188	.173	.172	.174	.173	.183	.202

SPAIN.<sup>1</sup>

Following the usual custom, the current prices of 12 articles of prime necessity in the family budget in Spain have been collected and changed to relative prices for a period of 5 years, and presented in two tables: One, as found in the capitals of the Provinces, and one in the various villages and cities, for two half-yearly periods of each year—April to September and October to March (summer and winter prices).

The bases for the index numbers are the average prices of the nine periods from October, 1909, to March, 1914. In arriving at the total for all commodities the geometric average has been used.

The following table presents relative prices for the villages and cities. Prices given for the capitals vary but slightly from those given for the provincial centers of population.

<sup>1</sup> Boletín del Instituto de Reformas Sociales, Madrid, June, 1915.



RELATIVE RETAIL PRICES (INDEX NUMBERS) OF 12 FOOD COMMODITIES AS REPORTED FOR THE CITIES AND VILLAGES OF SPAIN, OCTOBER, 1909, TO SEPTEMBER, 1914.

(Relative average prices, October, 1909, to March, 1914, = 100.)

Commodity.	October, 1909, to March, 1910.	April to Sep- tember, 1910.	October, 1910, to March, 1911.	April to Sep- tember, 1911.	October, 1911, to March, 1912.	April to Sep- tember, 1912.	October, 1912, to March, 1913.	April to Sep- tember, 1913.	October, 1913, to March, 1914.	April to Sep- tember, 1914.
Bread, wheat.....	105.5	102.7	97.2	97.2	94.4	97.2	94.4	102.7	105.5	108.3
Beef.....	101.2	98.1	100.0	98.1	101.2	101.2	101.2	99.3	103.7	108.2
Mutton.....	98.4	95.4	96.2	96.2	99.2	100.0	102.2	103.0	109.0	108.2
Fish, cod.....	100.7	100.7	92.2	98.4	99.2	100.0	102.2	103.0	109.0	106.0
Potatoes.....	92.8	100.0	107.1	92.8	100.0	100.0	100.0	100.0	121.4	107.1
Peas, Spanish.....	97.2	101.3	97.2	98.6	95.9	102.7	104.0	101.3	108.1	112.1
Rice.....	93.1	98.2	98.2	101.7	105.2	101.7	101.7	101.7	101.7	101.7
Wine.....	89.1	102.7	113.5	110.8	97.2	97.2	97.2	100.0	100.0	105.4
Milk.....	100.0	100.0	100.0	102.7	105.5	100.0	97.2	100.0	97.2	111.1
Eggs.....	97.2	109.0	91.8	106.3	91.8	104.5	95.4	111.8	101.8	126.3
Sugar.....	107.3	109.0	104.8	102.6	102.6	100.8	95.0	92.6	89.3	89.3
Oil, table.....	99.2	106.8	109.1	101.5	87.7	99.2	99.2	98.4	98.4	96.9
Average for all commodities	98.1	101.9	100.1	100.5	98.3	100.3	99.3	101.0	103.3	106.7

### SWEDEN.<sup>1</sup>

Although the increase in prices which commenced with the beginning of the year continued in May, the increase was not so great for that month as for April preceding. Out of a total of 56 articles, of which average prices have been calculated, based on returns from 44 localities throughout Sweden, prices of 27 rose during the month of May. Among these were butter, fresh eggs, bread, except wheat bread (soft); meat, except salt mutton, pork; and peat (used for fuel). Prices of 11 commodities fell and those of 18 remained unchanged. Prices in localities in Norrland, one of the northern Provinces of the Kingdom, rose relatively less than prices in other parts of the country. There follows a table which shows the increase (percentage) in retail prices in Sweden over prices of July, 1914, as reported from 44 different localities during the months of August, 1914, to May, 1915.

<sup>1</sup> Sociala Meddelanden utgivna av K. Socialstyrelsen. Stockholm, 1915, No. 6.

INCREASE IN RETAIL PRICES IN SWEDEN OVER PRICES OF JULY, 1914, AS REPORTED FROM 44 DIFFERENT CENTERS FOR INDICATED MONTHS, AUGUST, 1914, TO MAY, 1915.

Commodity.	Per cent of increase since July, 1914.									
	August, 1914.	September, 1914.	October, 1914.	November, 1914.	December, 1914.	January, 1915.	February, 1915.	March, 1915.	April, 1915.	May, 1915.
Milk:										
Unskimmed.....	(1)	(1)	(1)	(1)	(1)	(1)	(1)	6.7	6.7	6.7
Hand-skimmed.....	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	12.5
Separator.....	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	16.7	16.7
Butter:										
Table, creamery.....	(1)	0.9	8.6	10.3	15.0	18.0	13.3	14.2	15.5	18.0
Cooking, country.....	1.9	3.3	10.5	13.8	16.7	16.2	13.3	16.2	18.6	21.0
Oleomargarine, vegetable.....	5.1	8.0	13.0	13.8	14.5	14.5	20.3	25.4	26.1	23.9
Eggs, fresh.....	<sup>2</sup> 1.5	8.8	51.8	80.3	97.1	90.5	65.0	37.2	9.5	13.1
Peas, yellow.....	10.0	16.7	43.3	56.7	63.3	70.0	93.3	106.7	106.7	103.3
Beans, brown.....	8.7	10.9	15.2	23.9	28.3	37.0	41.3	58.7	56.5	54.3
Flour, wheat, Swedish, best..	16.1	12.9	19.4	19.4	19.4	22.6	25.8	25.8	38.7	38.7
Meal, rye, Swedish best.....	19.0	19.0	28.6	33.3	33.3	33.3	47.6	52.4	66.7	66.7
Flour, rye, Swedish best.....	14.8	14.8	22.2	25.9	25.9	29.6	37.0	40.7	51.9	51.9
Oats, hulled, cleaned.....	25.0	30.6	41.7	41.7	44.4	47.2	52.8	55.6	55.6	52.8
Rice, best, Swedish.....	7.7	7.7	7.7	10.3	10.3	12.8	15.4	17.9	20.5	20.5
Rye bread:										
Hard, coarse.....	14.6	12.2	14.6	14.6	14.6	17.1	24.4	29.3	34.1	36.6
Soft, loaf, sweet.....	13.2	10.5	15.8	15.8	15.8	15.8	18.4	21.1	26.3	28.9
Loaf, sour.....	6.5	3.2	3.2	3.2	3.2	9.7	12.9	16.1	22.6	25.8
Bread, wheaten:										
Zwieback.....	8.0	8.0	8.0	9.3	9.3	10.7	12.0	16.0	18.7	21.3
Cheapest, with water.....	11.4	9.1	11.4	13.6	11.4	6.8	13.6	15.9	22.7	25.0
Cheapest, with milk.....	6.8	6.8	8.5	8.5	8.5	6.8	10.2	11.9	15.3	15.3
Beef, fresh:										
Steak.....	<sup>2</sup> 1.7	<sup>2</sup> 4.2	<sup>2</sup> 7.6	<sup>2</sup> 9.3	<sup>2</sup> 7.6	<sup>2</sup> 1.7	(1)	1.7	7.6	14.4
Soup.....	<sup>2</sup> 2.1	<sup>2</sup> 5.2	<sup>2</sup> 9.3	<sup>2</sup> 10.3	<sup>2</sup> 8.2	<sup>2</sup> 1.0	3.1	3.1	9.3	18.6
Veal:										
Fattened, steak.....	<sup>2</sup> 2.3	<sup>2</sup> 3.1	<sup>2</sup> 4.6	<sup>2</sup> 3.8	<sup>2</sup> 8	3.8	3.8	6.1	10.7	14.5
Young, steak.....	<sup>2</sup> 1.4	<sup>2</sup> 2.9	<sup>2</sup> 2.9	<sup>2</sup> 2.9	1.4	5.8	7.2	8.7	14.5	21.7
Mutton:										
Fresh, steak.....	<sup>2</sup> 3.7	<sup>2</sup> 8.1	<sup>2</sup> 14.0	<sup>2</sup> 14.0	<sup>2</sup> 11.0	<sup>2</sup> 2.2	1.5	5.9	12.5	16.2
Salt, Swedish.....	<sup>2</sup> 8	<sup>2</sup> 3.3	<sup>2</sup> 5.8	<sup>2</sup> 5.8	<sup>2</sup> 5.0	<sup>2</sup> 8	2.5	4.1	10.7	10.7
Pork:										
Fresh, sides.....	<sup>2</sup> 8	<sup>2</sup> 1.6	<sup>2</sup> 1.6	<sup>2</sup> 8	2.3	10.2	14.1	21.1	33.6	39.8
Salt, Swedish.....	<sup>2</sup> 7	<sup>2</sup> 7	(1)	1.5	3.7	10.4	14.1	18.5	31.1	35.6
Herring, salt, fat.....	4.7	4.7	4.7	4.7	7.0	4.7	4.7	7.0	11.6	9.3
Coffee, green, prime, Santos..	1.9	1.3	1.9	1.9	2.5	2.5	2.5	2.5	2.5	2.5
Sugar, loaf.....	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1
Kerosene, water-white.....	(1)	5.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0
Coal:										
Anthracite, walnut, delivered.....	19.1	13.5	8.9	7.7	7.4	9.7	13.0	14.0	14.5	15.8
English, household, delivered.....	26.6	15.3	11.4	9.6	12.2	17.5	27.1	38.4	41.0	45.4
Coke:										
Gas-work, delivered.....	12.4	11.0	12.4	11.7	13.1	15.2	18.6	19.3	26.9	28.3
English, stove, delivered.....	25.4	16.4	9.0	9.0	9.6	12.4	17.5	20.3	24.9	24.9

<sup>1</sup> No change.

<sup>2</sup> Decrease.

## STRIKES IN SPAIN, MAY, 1915.

The monthly bulletin of the Institute of Social Reform in Spain (*Instituto de Reformas Sociales*) for June, 1915, reports 26 strikes as occurring during May of that year. The most important strike reported, so far as regards the number of employees affected, was that of the seamen. Of the 2,400 persons employed at the port of Barcelona the entire number went on strike, demanding a 10 per cent increase in wages; after remaining out 17 days, the strikers were successful.

Of the 1,200 barbers in the city of Barcelona 500 went on strike for increased wages, a 9½-hour day, abolition of certain of their duties, and the regulation of Sunday rest. This strike lasted 25 days, but was unsuccessful.

The only other strike of great importance, as measured by the number of persons affected and its duration, was that of the makers of electrical adding machines in Barcelona, involving 161 out of 328 employed; it was begun for the reinstatement of 5 discharged workmen. The strike lasted 33 days and was unsuccessful.

## OFFICIAL REPORTS RELATING TO LABOR, RECEIVED FROM JUNE 1 TO JULY 31, 1915.

In the following pages the various State and foreign reports relating to labor have been listed, and a brief note or statement made in regard to the character of the report or its contents, and in certain cases a brief summary of the more important facts presented in the report. It will be the purpose of this REVIEW to present such lists monthly, adding wherever the material seems to demand it more extended abstracts of the contents.

### UNITED STATES.

**California.**—*Commission of Immigration and Housing. First Annual Report, January 2, 1915. 123 pp. Illustrated.*

Contains a brief digest of preliminary surveys covering the tenement and lodging-house problems in San Francisco, naturalization of aliens in California, education of the immigrant, the immigrant and the administration of law, and the immigrant and transportation. A report of the inspection of labor camps and of the activities of the bureau of complaints covers about 55 pages. A chapter is devoted to constructive housing and one to the problem of unemployment, the latter giving conclusions and recommendations and a plan for temporary relief. Scattered throughout the report are tables showing (1) working force and residents at date of inspection in labor camps, (2) general condition of labor camps, (3) sanitary condition of labor camps, (4) nationalities represented in labor camps, (5) summary of reinspection returns on labor camps, (6) complaints received, (7) transcript of complaint register, and (8) bad law violations in tenement houses in San Francisco.

*Industrial Accident Commission. Tentative Mine Safety Rules, 1915. 66 pp.*

Prepared by a committee of mining men at the request of the industrial accident commission under authority granted by the State workmen's compensation, insurance, and safety act, and published for the purpose of inviting criticisms or suggestions by employers, employees, and others interested. The list of tentative rules is prefaced by a statement addressed to the California mine operators and employees calling attention to their application and giving the method to be pursued in filing objections.

**Colorado.**—*Inspector of Coal Mines. Second Annual Report, 1914. 83 pp.*

The mines of Colorado produced 1,067,516 fewer tons of coal in 1914 than in 1913, the reasons for the decrease, as given in the report, being the European war, the Mexican war, the Colorado coal strike, and the exceedingly mild fall and winter. The



report contains data respecting men employed, production of coal, chronological list of fatal accidents, nonfatal accidents, and ends with a directory of coal mines. A list of shot firers holding certificates issued during 1914 is presented. Of the 75 fatal accidents reported 42 were the result of carelessness or negligence. Five hundred and thirty-eight nonfatal accidents were reported. The important facts contained in the report include:

Number of mines in operation .....	188
Number of new mines opened .....	13
Number of old mines reopened.....	17
Number of mines closed or abandoned.....	21
Tons of coal produced.....	8, 201, 423
Total number of machines used.....	281
Average number of days worked.....	176.9
Number of men employed as miners.....	5, 618
Total number of men employed in and about the mines.....	10, 596
Daily production of each miner (average number of tons).....	8.2
Annual production of each miner (average number of tons).....	1, 451
Total number of tons of coke produced.....	666, 458
Number of coke ovens in operation.....	1, 582
Amount of compensation paid for death and injury.....	\$73, 256.53
Cost of development during the year.....	\$440, 056.60

**Georgia.**—*Commissioner of Commerce and Labor. Third Annual Report for the fiscal year ending December 31, 1914. Atlanta, 1915. 126 pp.*

Presents 9 pages of historical matter on the commerce of Georgia, followed by 85 pages devoted to a short history, together with a list of the manufactures, the streams, banks, railroads, and population of each county in the State. The report contains 17 statistical tables relating to the following industries: Textile mills; men's and women's garments; cotton compresses; fertilizer factories; cotton-oil mills; brick, tile, and clay products; foundry, machine, and repair shops; marble and granite quarries; bottlers and brewers; electric power plants; gas plants; buggies, carriages, and wagons; ice factories; and miscellaneous manufactures and utilities.

**Illinois [CHICAGO].**—*First Semiannual Report of the Department of Public Welfare. March 15, 1915. 125 pp.*

Tells of the creation, organization, and purpose of the new department; gives an account of the activities of the bureau of employment, and of the bureau of social surveys. The bureau of employment investigated unemployment in Chicago, labor agencies in Chicago, vocational education, and city farming. The bureau of social surveys collected data relating to the 12 smaller park districts, 50 cheap lodging houses, housing survey in the Italian district of the seventeenth ward, and the function of a farm colony. On the subject of unemployment it is stated that of 58,204 workers studied, 6,995, or 12 per cent, were found to be unemployed. Of the 5,237 reporting as to length of time unemployed, 707, or 13.5 per cent, stated that they had been out of employment less than 1 month; 1,676, or 32 per cent, between 1 month and 2 months; 733, or 14 per cent, from 2 months to 3 months; 644, or 12.3 per cent, more than 3 months and less than 6 months; 848, or 16.2 per cent, between 6 and 12 months; and 629, or 12 per cent, 1 year and over.

**Kentucky.**—*Bureau of Agriculture, Labor, and Statistics. Twentieth Biennial Report, 1912 and 1913. 255 pp. Illustrated.*

Confined largely to work along agricultural and statistical lines, the result of labor inspection having been made in the annual labor report.

*Department of Mines. Abstract of Annual Report for the year 1914. 40 pp.*

Contains statistics of mines showing number of employees, fatalities, tonnage, methods of operation, disposition, and selling value. The tonnage of coal was produced by 70 companies, operating 364 mines in 29 counties, employing between 32,000 and 33,000 persons. Accidents caused 61 deaths, 53 inside the mines, and 8 on the surface or in shafts.

**Louisiana.**—*Factories Inspection Department of the Parish of Orleans. Seventh Annual Report, covering the period from September 1, 1913, to December 31, 1914. 8 pp.*

Quotes at length from a report made by an investigator of the Consumers' League of New Orleans comprising data obtained in 34 establishments as to wages paid women and children in industry, which report discloses that of the 5,365 workers reporting 24 per cent earned less than \$4 per week, 56.3 per cent earned less than \$6 per week, and only 10.3 per cent earned \$10 per week and over. Two thousand and forty-seven establishments were inspected; 428 accidents, of which 1 was fatal, are reported and 5 cases in which affidavits were made for violations of law are mentioned. The largest industry scheduled was the department stores. A plea is made for continuation schools.

**Massachusetts.**—*State Board of Labor and Industries. Second Annual Report, January, 1915 (Public Document No. 104). Boston, 1915. 60 pp.*

Reviews the work of enforcing the provisions of the various factory acts. During the year the factory inspectors inspected 28,858 establishments and issued 13,194 orders. Of these orders, 9,396, or 71.2 per cent, bore on questions of hours of labor, school certificates, posting notices, and Sunday employment; 2,268, or 17.2 per cent, concerned questions of ventilation, humidity, dust removal, toilets, etc.; 1,530, or 11.6 per cent, related to the safeguarding of dangerous machinery, openings, and egress. Other sections of the report relate to home work, housing conditions, condition of workrooms, and economic status of families.

*Bureau of Statistics. Sixth Annual Report on labor organizations. Labor Bulletin No. 105. 1913. 63 pp.*

Presents data relating to the advance of the labor movement in the State, special attention being given to statistics showing the number and membership of organizations, conditions of employment of members, and rates of pay and hours of labor. There were, in 1913, 1,403 local trade-unions with a total of 241,726 members. The matter of unemployment is given extended consideration and some constructive measures are proposed with a view to reducing to a minimum the number out of work. The average per cent of members unemployed from all causes was 8.7.

*Bureau of Statistics. Immigrant aliens destined for and immigrant aliens departed from Massachusetts. Labor Bulletin No. 108. 1914. 12 pp.*

This bulletin is Part V of the annual report on the statistics of labor for 1915, and was issued on June 1, 1915. It is the tenth annual presentation of this subject. Massachusetts has ranked third or fourth for the past 20 years as the declared destination of immigrants coming to the United States. For the year ending June 30, 1914, 93,200, or 7.6 per cent, of the total immigrants admitted to this country settled in Massachusetts. Where formerly the immigrants were of Teutonic and Celtic origin they were during the period covered by this report largely from the countries of eastern and southern Europe and western Asia. A table is given showing that the increase in the number of immigrants over emigrants was 77,217. Of the total number of aliens who departed from the United States, 5.3 per cent departed from Massachusetts.

*Teachers' Retirement Board. The Teachers' Retirement System. Bulletin No. 1. 1913. 20 pp.*

Aside from containing the text of the Massachusetts law establishing the retirement system for public school teachers, this pamphlet is arranged in the form of questions and answers, which are presented in response to a demand for a concise explanation of the system and its workings. The word "annuity" is defined as a payment for life to a retired teacher derived from his own contributions, and the word "pension" means a payment for life from contributions from the Commonwealth. The law became operative July 1, 1914, and its provisions benefit all day public school teachers employed by the school committee in towns and cities of the State, except Boston, also day school teachers in certain industrial schools. The text answers questions relating to membership, assessments, retiring allowances, refunds, management, and local retirement systems. Under the last division 13 cities, including Boston, are mentioned as having adopted the teachers' pension law of 1908.

**Missouri.**—*Bureau of Mines, Mining and Mine Inspection. Twenty-eighth Annual Report, 1914. 159, viii pp.*

Covers the entire mineral production of the State, including coal, zinc, lead, clay, iron, barytes, and silicate. The production of each and the value is summarized in the following table:

AMOUNT AND VALUE OF MINERALS PRODUCED IN 1914.

Mineral.	Tons.	Value.
Barytes.....	500	\$2, 146
Clay.....	606, 660	597, 284
Coal.....	3, 840, 453	6, 691, 060
Iron.....	31, 394	62, 838
Lead.....	398, 118	11, 549, 521
Silicate.....	252, 626	537, 742
Zinc.....	146, 013	5, 632, 457
Total.....	5, 275, 764	25, 073, 048

Forty-three fatal and 85 nonfatal accidents are reported, the largest percentage of both being in the coal mines. The 1914 production of lead broke all previous records, while the production of zinc was less than in 1913. Better safety and sanitary conditions are urged.

**New Jersey.**—*Bureau of Industrial Statistics. Thirty-seventh Annual Report, for the year ending October 31, 1914. Camden, 1915. 240 pp.*

Consists of three parts. Part I deals with the statistics of manufactures, and includes all manufacturing establishments whose annual products are not less than \$500 in value. Tables are presented showing the number of workers employed each month, by industries; also the number of men, women, and children receiving each classified weekly amount of earnings, by industries. Part II deals with statistics of employment, wages, etc., on steam railroads in New Jersey; retail prices of food; and fruit and vegetable canning industry. Part III deals with the industrial chronology of New Jersey for the year ending September 30, 1914, which is an industrial history of the State and records accidents to workmen while on duty; permanent or temporary suspension of work in factories; increases and decreases of working time and wages; new manufacturing plants erected and old ones enlarged; damage to manufacturing plants by fire and flood; trade and labor unions organized; strikes and lockouts. Accidents causing death to the number of 299 were reported and those causing serious injury numbered 3,402. Of the total accidents, 2,723 occurred on railroads and 978 in other industries.

Tables are given showing cause of accidents and nature of injury.



**New Mexico.**—*State Mine Inspector. Third Annual Report, for the year ending October 21, 1914. 56 pp.*

Contains detailed report of the inspection of the 44 coal mines of the State; also the text of the State mining law. Report concludes with a schedule of mine bell signals. Statistical tables include cause and number of nonfatal accidents, fatal accidents, prices paid for labor, and total production of coal. The report is summarized in the following statement:

Number of mines in operation.....	44
Tons of coal produced.....	3, 826, 885
Total number of machines used.....	32
Tons of coke produced.....	405, 127
Number of employees in and about mines.....	4, 021
Number of employees employed about coke ovens.....	291
Number of fatal accidents.....	14
Number of nonfatal accidents.....	95
Tons of coal mined for each life lost.....	273, 348. 9
Number killed for each thousand employed.....	3. 24

**New York.**—*State Workmen's Compensation Commission. First Annual Report, for the period March 30 to December 31, 1914. 151 pp.*

This report, submitted to the State legislature under date of March 8, 1915, comprises a brief relation of the acts of the commission; an outline of organization; a review of methods and work performed by the various subdivisions of the commission; a detailed statement of the expenses of the commission; a statement of the number of awards made; a statement of the condition of the State insurance fund; and recommendations for amendments to the law.

The investigation and handling of claims proved to be an important function of the commission. The medical division is closely related to the claims division—in fact, many claims for compensation resolved themselves into purely medical questions. Over 130,000 notices of injury were filed during the seven months from July 1, 1914, to January 31, 1915, and 22,221 claims for compensation were made, or 17.09 per cent of the total number of notices. This low percentage is due to the fact that the law allows compensation only for such injuries as result in disability for more than 14 days, that many of the notices of injury were from persons not in employments covered by the act, and that some reported injuries were sustained prior to July 1, 1914, and were therefore not compensatable. Eighteen thousand nine hundred and thirty claims were allowed, involving \$1,576,801.86. The legal bureau of the commission considered 657 appeal cases.

The first annual report of the State insurance fund forms the second main subdivision of the report. The total number of policies in force at the beginning of business July 1, 1914, was 5,011 representing semiannual premiums amounting to \$574,375.90. At the close of business on December 31, 1914, the number of policies in force was 7,119, and the amount of semiannual premiums was \$692,583.64. The increase in five months—August to December inclusive—was at the rate of about 300 new policies per month. Of the 6,373 policyholders at the end of the first quarter, 5,346 had premiums of less than \$100 per year.

The third main subdivision of the report is the report of the actuary for the half year ending December 31, 1914. This is supplemented by appendixes giving the bases and formulas for calculating the value of compensation payable to beneficiaries.

Ohio.—*Industrial Commission. Ohio State Insurance Manual Rules and Rates. Effective July, 1915. 185 pp.*

The chapters in this pamphlet cover: A brief review of the development of the rates and merit rating system as under the Ohio State insurance plan; resolution of June 25, 1915, controlling the revision of rates as of July 1, 1915; rules of the Industrial Commission of Ohio governing merit rating system; rules governing contractors' merit rating system; and rules and regulations of the Industrial Commission of Ohio under the provisions of the Workmen's Compensation Act of 1913. As a part of the appendixes tables are given covering the trade hazard factor and credit premium factor as relates to the contractors' schedule. The volume is indexed both as to classifications and schedules.

*Industrial Commission. Department of Investigation and Statistics, Report No. 8. Industrial accidents in Cuyahoga County, Ohio, from July 1, to December 31, 1914. 43 pp.*

One of a series of bulletins pertaining to specific localities, specific industries, or specific causes of accidents issued for the purpose of assisting employers and employees in devising means and adopting plans for the prevention of industrial accidents, and shows some of the more important facts concerning 8,672 such accidents for which awards were made under the Workmen's Compensation Act. The 44 fatal accidents involved awards amounting to \$103,582.57. Fifteen of these accidents were in the contracting industry. There were 8,628 nonfatal accidents, of which 165 caused permanent partial disability, 3,892 disability for more than 7 days, and 4,571 disability of 7 days or less. Of the nonfatal accidents the metal industry shows the largest per cent—45.1.

*Industrial Commission. Department of Investigation and Statistics, Report No. 11. Industrial accidents in Mahoning County, Ohio, from July 1 to December 1, 1914. 25 pp.*

As to the subject matter this bulletin is the same as the one mentioned above. Facts are given concerning 15 fatal and 2,659 nonfatal accidents in Mahoning County, Ohio, of which Youngstown is the principal city. Of the 15 deaths 7 occurred in the ore reduction and concentration industry, and of the nonfatal accidents 1,960, or 73.7 per cent, occurred in the metal industry. The report is largely statistical.

*Industrial Commission. Department of Investigation and Statistics, Report No. 13. Industrial accidents in Stark County, Ohio, from July 1 to December 31, 1914. 25 pp.*

Covers the same subject as the two reports above. Contains statistical tables giving information relating to 16 fatal and 1,373 nonfatal accidents in Stark County, Ohio, of which Canton is the county seat. Awards amounting to \$88,239.62 were paid. Of the 16 deaths 5 occurred in the metal industry, and of the accidents resulting in partial, permanent, or temporary disability 1,007, or 73.3 per cent, occurred in the same industry. Twenty pages are devoted to statistics.

*Chief Inspector of Mines. Thirty-ninth Annual Report, for the year ending December 31, 1913. 486 pp.*

Major portion of volume devoted to detailed reports of the work of the 12 district inspectors. Following these are lists by counties of coal companies, limestone operators, fire-clay mine operators, and gypsum and iron ore operators in Ohio. The report further contains the usual coal review, special reports, accounts of mine fires, synopsis of fatal accidents, mining laws and legislation, and concludes with the report of the Ohio Coal Mining Commission submitted to the governor of the State.

The total production of coal amounted to 36,285,468 tons, an increase over 1912 of 1,841,177 tons. More than 48,000 men were employed and the average time worked in the pick mines of the State was 189 days, while the average time in the machine mines was 204 days. One hundred and sixty-two fatal accidents are reported and the total number of accidents was 1,039, an increase over 1912 of 313.

The report of the Ohio Coal Mining Commission discusses three general subjects, conservation of coal resources, prevention of accidents, and screened coal versus mine-run system of payment.

**Oregon.**—*Board of Inspectors of Child Labor. Biennial Report, 1913 and 1914. Portland, 1915. 11 pp.*

Notes a decided change in the character of applications for permits during the past two years, due to three causes. First, there is less effort to employ very young children in store, shop, or factory. Second, there is better cooperation of school authorities. Third, under the rulings of the industrial welfare commission as to the minimum-wage law, many firms refuse to employ children under 16 years of age. During 1913 and 1914, 873 age and schooling certificates were granted, 296 permits were refused because of under age and under grade, and 127 refused because of prohibited employments. Report closes with a synopsis of child-labor law.

*Child Welfare Commission. First Biennial Report, 1913 and 1914. Salem, 1915. 43 pp.*

Consists entirely of text matter, discussing the operations of the Oregon School for the Deaf; School for the Feeble-minded; School for the Blind; Boys' Training School; Girls' Training School; also problems concerning delinquent children; juvenile probation work; illegitimate children; industrial work in public schools; physical and moral welfare of school children. Special recommendations are made looking toward the welfare of children.

**Pennsylvania.**—*State Dependents Commission. Report and recommendations, 1915. 88 pp.*

Contains report of the investigation of the question of the care, education, and support by the State of all those who were by accident, misfortune, sickness, or disease dependent upon the generosity of the citizens of Pennsylvania. The discussion of the State supervision of charities is summarized in the declaration that "a system of supervision should be so planned as to utilize the knowledge and ability of the local officers of existing institutions, and in addition to supplement their knowledge in fields where a broader oversight is needed. The primary need of local officers is information and instruction, rather than undue restriction and control."

Care of the blind, deaf and dumb, insane and feeble-minded, and dependent and delinquent children is described in some detail and specific recommendations are submitted intended to improve conditions of environment and supervision. Eight pages are devoted to consideration of the criminal class, including a plan of reform of the county jail system. Child welfare is given considerable attention. The subdivisions of this chapter cover discussions of dependent and delinquent children, the juvenile court, incorrigible children, schools and the juvenile delinquent, vocational education, education and industry, and homes for children and for the aged.

The report concludes with a chapter on unemployment, the distribution of labor, and workmen's compensation.

*Department of Mines. Report, 1913. Part I, Anthracite. 606 pp. Part II, Bituminous. 1078 pp.*

Part I covers in detail the operations in the 21 anthracite districts and Part II the operations in the 28 bituminous districts as related by the inspectors. Observations and suggestions relating to mine subjects, with special reference to the prevention



of accidents, are offered. Both volumes are largely statistical. The important facts are summarized in the following statement reproduced in the introduction to each volume:

The production of coal in Pennsylvania for 1913 reached the vast proportions of 264,657,020 net tons, of which 173,030,064 tons were bituminous and 91,626,956 tons were anthracite. All previous records of production were beaten and the great coal-producing territory of Pennsylvania has again the distinction of producing one-half the entire output of the United States and about one-fourth the output of the world.

In the bituminous region the number of inside employees was 156,289, outside 33,635, total 189,924; in the anthracite region the number of inside employees was 128,667, outside 46,641, total 175,308.

The number of fatal accidents in the bituminous region was 611, nonfatal 1,164. The number of fatal accidents in the anthracite region was 624, nonfatal 1,238.

The production of coke by operators of coal mines under the supervision of the mine law was 24,718,238 net tons. In addition to this about 2,000,000 tons were produced by iron and steel establishments that do not mine coal.

**South Carolina.**—*Commissioner of Agriculture, Commerce, and Industries. Sixth Annual Report, 1914. Labor Division. Columbia, 1915. 127 pp.*

Devoted largely to a directory of the principal industrial establishments in the State and 10 statistical tables.\* Seven tables relate to the textile and cottonseed oil industries and three tables are summaries of all industries. The tables show the amount of capital invested, value of products, number, sex, and age of employees, and total wages paid.

The report of the two factory inspectors covers 14 pages of text. The principal work of the inspectors was the detection of violation of the child-labor laws. A tabular statement of factory-employed children from 1909 to 1914 follows. In 1912 the factory law was changed so as to absolutely prohibit the employment of children under 12.

**CHILDREN EMPLOYED IN FACTORIES OF SOUTH CAROLINA, BY AGE GROUPS, 1909 TO 1914.**

Year.	Children employed in factories whose ages were—		
	14 to 16 years.	12 to 14 years.	Under 12 years.
1909.....	4,412	3,876	726
1910.....	5,099	4,095	620
1911.....	4,858	3,176	410
1912.....	5,073	3,619	.....
1913.....	5,003	3,581	.....
1914.....	4,945	3,435	.....

**Texas.**—*Bureau of Labor Statistics. Third Biennial Report, 1913 and 1914. Austin, 1915. 207 pp.*

Contains wage statistics of railroad employees; wage statistics in other industries; accident statistics; list of union labor organizations and officers; suggestions from wage earners; opinions of the attorney general on labor laws; analysis of safety-appliance inspection; tabulated report of factory inspections during the years ending August 31, 1913, and 1914; and a statement of resources of the State by counties. A summary of factory inspection for the two years ending August 31, 1914, shows that 577 places were inspected, employing 40,904 persons, of whom 32,241 were males and 8,663 were females. The number of children removed from service, as being under age (15 years), was 251. A detailed statement of 84 industrial accidents which resulted fatally is given. There were 16,277 nonfatal industrial accidents recorded for the period, causing an approximate loss of 95,400 days.

**Wyoming.**—*State Coal Mine Inspectors. Annual Report for the year ending September 30, 1914.* 36 pp.

This pamphlet includes the report of both State mine inspectors, 18 pages being devoted to each. The text covers Accidents, Steps taken to prevent accidents, Timber, Board of inquiry, Violations of rules, Ventilation, Explosions, Safety first, First aid to the injured, and concludes with recommendation of the enactment of laws relating to safety and prevention of accidents. The report shows a total tonnage of 7,221,771; men employed, 8,418; fatal accidents, 52.

**United States.**—*Department of Commerce. Bureau of the Census, Index to Occupations, 1915.* 414 pp.

Is an index in two forms—alphabetical and classified—of 9,000 or more occupational designations, classified under 428 occupations or occupation groups. The occupations and occupation groups, excepting clerical occupations, are grouped under the eight general divisions into which the industrial field is divided by the Census Bureau, each occupation being classified in that part of the industrial field in which it is most commonly pursued. For example, blacksmiths, carpenters, electricians, and machinists have been classified under "Manufacturing and mechanical industries," although each of these trades is pursued in almost every industry. Clerical occupations, which are as common to one general division of occupations as to another, have been classified apart. The index enables the user to see exactly the kind of occupational designations returned by the enumerators of the Thirteenth Census, which were reported and classified under a specified occupation or occupation group. Six pages of instructions for using the index are incorporated in the volume.

### FOREIGN COUNTRIES.

**Canada.**—*Department of Labor. Fourth Annual Report of Labor Organizations in Canada for the calendar year of 1914.* Ottawa, 1915. 238 pp.

Contains account of trade-union developments in Canada during 1914 and treats of such topics as, the war and trades unionism, some incidents in the history of organized labor during 1914, international trade-union organizations, miners' organizations, trades and labor congresses of Canada, federation of trade-unions, district councils, railroad brotherhoods, trades and labor councils, trade-union locals, business agents, trade-union beneficiary work, organization of women wage earners, history of labor day and labor Sunday, conventions to be held in 1915, and statistics concerning local trade-unions, etc. The estimated membership of trade-unions in Canada at the end of 1914 was 166,163, as compared with 175,799 at the end of 1913. Of the above number for 1914, 134,348, were members of international organizations; and of that number about 800 were women. Of the total membership, railroad employees constituted 24.9 per cent, or the largest proportion, while the building trades made up 18.9 per cent, the next largest proportion. The total disbursements for trade-union benefits for 1914 by the various international organizations amounted to \$12,837,987, showing a decrease of \$2,134,718 as compared with the figures reported for 1913. Of the total expended in 1914, \$8,864,631 (the largest portion) was paid in death benefits and \$1,953,350 (the next largest portion) in strike benefits.

*Department of Labor. Wholesale prices, Canada, 1914.* Ottawa, 1915. 259 pp.

This report forms the sixth of a series on this subject issued by the labor department. The report consists of an introduction, a general summary, movement of prices by groups and commodities, and statistical tables showing in detail prices of grains and fodder, animals and meats, dairy products, fish and vegetables, miscellaneous grocer-



ies, textiles, hides and tallow, leather boots and shoes, metals and implements, fuel and lighting materials, building materials, house furnishings, drugs and chemicals, and a collection of miscellaneous articles (furs, liquors, tobacco, paper, rope, rubber, soap, starch, gunpowder, etc.). Tables of index numbers, 1890-1913, are presented, showing movement of 13 principal commodities. There is an appendix summarizing retail prices in Canada for all of the years from 1910 to 1914, and one presenting prices in Great Britain, United States, France, and Australia by series of index numbers together with a final appendix regarding coal production in 1914. The following table presents a summary by index numbers of the prices of all commodities by certain designated groups, 1905-1914. (A full account of this index number is published in Bulletin No. 173 of this bureau.)

INDEX NUMBERS OF WHOLESALE PRICES IN CANADA OF ALL COMMODITIES, BY GROUPS, 1905 TO 1914.

[Source: Canada. Department of Labor. Wholesale prices, Canada, 1914, p. 4.]

(Average prices 1890-1899=100.)

Classes of commodities.	Year.									
	1905	1906	1907	1908	1909	1910	1911	1912	1913	1914
1. Grains and fodder.....	116.4	118.5	140.2	148.3	149.9	140.7	148.4	167.3	136.8	156.5
2. Animals and meats.....	120.7	130.1	133.8	129.6	148.6	163.6	146.6	160.8	180.8	192.3
3. Dairy produce.....	115.1	120.2	131.5	136.3	133.6	135.7	125.2	159.0	154.7	154.4
4. Fish.....	115.7	121.8	129.5	120.5	134.0	145.1	143.6	155.7	158.0	156.0
5. Other foods.....	100.7	103.1	112.5	110.3	107.6	111.3	118.7	126.0	117.4	118.8
6. Textiles.....	114.6	123.4	126.1	111.0	108.3	114.6	119.2	120.7	130.8	133.5
7. Hides, leather, boots.....	119.6	128.1	125.5	120.0	135.4	135.4	139.6	152.4	163.9	171.8
8. Metals and implements:										
(a) Metals.....	108.4	128.6	134.8	106.3	101.9	97.6	108.3	117.4	119.1	113.9
(b) Implements.....	106.1	106.0	107.1	104.2	102.4	104.5	104.5	104.7	105.6	106.8
9. Fuel.....	104.1	106.4	108.8	102.2	103.8	103.0	100.5	113.3	118.2	110.9
10. Building materials:										
(a) Lumber.....	134.1	152.7	165.2	162.6	154.6	158.5	165.4	166.5	181.3	182.1
(b) Miscellaneous.....	106.8	104.7	108.7	107.5	105.7	109.2	102.6	105.4	112.7	111.4
(c) Paints, oils, glass.....	125.3	135.3	141.2	136.8	135.2	145.5	154.5	148.6	144.8	140.7
11. House furnishings.....	107.3	113.0	112.7	112.8	110.4	110.6	110.4	114.5	126.2	129.5
12. Drugs and chemicals.....	106.4	106.3	108.5	107.1	103.9	109.5	112.1	115.5	113.3	121.6
13. Miscellaneous:										
(a) Furs.....	217.4	229.2	239.4	231.8	227.2	234.5	252.9	297.3	307.9	205.4
(b) Liquors, tobaccos.....	108.1	108.1	125.5	118.0	117.5	132.9	151.2	155.2	134.7	136.9
(c) Sundry.....	121.1	120.9	123.0	117.6	121.6	118.0	110.3	104.3	113.1	108.5
Total.....	113.8	120.0	126.2	120.8	121.2	124.2	127.4	134.4	135.5	136.1

**Denmark.**—*Statens Statistiske Bureau. Statistiske Meddeleser. Fjerde Række. Copenhagen, 1915. Vol. 45. [352 pp.]*

This is the forty-fifth volume of the fourth series of the general statistical series for Denmark. It consists of six parts, presenting statistics concerning products subject to Government control (alcohol, beer, sugar, oleomargarine, cigarettes, etc.) in 1913 and 1914; crop reports in Denmark, 1913 and 1914; official prices of grains in 1914, and the results of an investigation on conditions of labor, wages, etc., of employees in commercial offices. The investigation concerning labor conditions of employees in commercial offices during 1914 covered 2,814 offices, in which were employed 9,866 clerks (6,241 men and 3,625 women). In addition to the information obtained from the employers in these establishments, individual schedules were obtained from 9,540 of the employees concerned in the inquiry. Two tables relating to hours and wages are here added, together with the following summary as to persons for whom wage data were obtained:



## NUMBER AND SEX DISTRIBUTION OF PERSONS FOR WHOM DATA WERE SECURED FROM EMPLOYERS AND EMPLOYEES.

	Number reported by employers.			Number reported by employees.		
	Males.	Females.	Total.	Males.	Females.	Total.
Cities.....	2,390	1,644	4,034	1,545	1,629	3,174
Provinces.....	3,845	1,972	5,817	4,062	2,304	6,366
Total.....	6,235	3,616	9,851	5,607	3,933	9,540

## PER CENT OF PERSONS EMPLOYED IN COMMERCE AND ACCOUNTING EARNING CLASSIFIED ANNUAL WAGES, BY SEX, DENMARK, 1912.

Classified wages.	Per cent of male employees earning each classified amount in—				Per cent of female employees earning each classified amount in—			
	Cities.		Provinces.		Cities.		Provinces.	
	Re-ported by em-ployers.	Re-ported by em-ployees.	Re-ported by em-ployers.	Re-ported by em-ployees.	Re-ported by em-ployers.	Re-ported by em-ployees.	Re-ported by em-ployers.	Re-ported by em-ployees.
Under 200 crowns (\$53.60).....	1.4	1.4	3.3	3.8	1.9	1.5	1.9	2.7
200 to 399 crowns (\$53.60 to \$106.93)...	9.1	8.4	11.1	10.2	9.8	11.9	16.8	18.0
400 to 599 crowns (\$107.20 to \$160.53)...	6.4	6.3	12.6	14.0	17.2	17.0	21.8	21.2
600 to 799 crowns (\$160.80 to \$214.13)...	7.0	8.1	9.4	8.8	26.5	29.6	27.3	27.6
800 to 999 crowns (\$214.40 to \$267.73)...	6.6	7.6	9.6	10.7	20.6	20.2	16.6	17.7
1,000 to 1,199 crowns (\$268 to \$321.33)...	7.1	7.5	10.1	11.4	8.3	6.8	7.1	5.9
1,200 to 1,399 crowns (\$321.60 to \$374.93).....	11.0	13.0	12.9	11.8	7.8	6.8	5.2	4.5
1,400 to 1,599 crowns (\$375.20 to \$428.53).....	6.9	7.6	8.0	8.9	3.7	2.7	1.6	1.3
1,600 to 1,799 crowns (\$428.80 to \$482.13).....	5.3	5.4	3.2	3.7	1.0	1.1	.7	.5
1,800 to 1,999 crowns (\$482.40 to \$535.73).....	5.1	5.8	5.1	4.8	1.2	.9	.5	.3
2,000 to 2,399 crowns (\$536 to \$642.93)...	7.7	7.6	4.2	4.0	.7	.4	.5	.3
2,400 to 2,999 crowns (\$643.20 to \$803.73).....	8.9	7.4	4.3	3.6	.8	.8	.....	.....
3,000 crowns and over (\$804).....	17.5	13.9	6.2	4.3	.5	.3	.....	.....
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

## AVERAGE ANNUAL EARNINGS OF PERSONS WORKING CLASSIFIED HOURS PER DAY, DENMARK, 1912.

Class of commerce.	8 to 8½.	9 to 9½.	10 to 10½.	11 to 11½.	12 to 12½.	13 and over.
<b>Males:</b>						
Wholesale stores.....	\$562.80	\$411.65	\$358.32	\$371.18	\$358.85	\$298.55
Grain, coal, iron, etc.....	569.23	512.42	392.08	395.03	393.96	256.48
Groceries.....	.....	.....	.....	354.30	255.14	209.58
Women's wear, lingerie, etc.....	.....	.....	483.74	417.01	300.70	255.14
Cutlery.....	.....	.....	.....	325.89	252.72	259.69
Financial establishments.....	543.24	501.43	497.68	.....	.....	.....
Shipping houses.....	458.82	449.70	448.63	381.90	377.08	.....
Industry.....	512.68	497.68	411.38	392.03	416.74	.....
<b>Females:</b>						
Wholesale stores.....	274.70	231.02	211.18	214.94	182.24	.....
Meat shops.....	.....	.....	.....	180.36	177.68	175.27
Women's wear, lingerie, etc.....	.....	.....	213.60	210.11	173.66	164.55
Industry.....	271.22	261.30	220.03	211.72	183.58	.....

**Finland.**—*Statistiska Centralbyrån. Statistisk Årsbok för Finland, Ny Serie. Tolyte Årgangen, 1914. Helsingfors, 1915. 649 pp.*

This is the twelfth issue of the new series of the yearbook for Finland. The subject matter is divided into 23 chapters or sections, consisting of 365 separate tables. It contains the usual statistical information found in publications of this kind. Among those parts of particular interest to labor may be mentioned section 3, presenting statistics of emigration; section 7, relating to manufacturing activities, persons employed in industries, power used in industrial establishments, quantity and value of products; also section 13, containing statistics of social insurance, accident insurance, etc.; and section 21, directly bearing upon labor matters, containing such information as wages of agricultural laborers, railroad employees, sick benefit funds, industrial accidents, household budgets, etc.

**France.**—*Bureau de la Statistique Générale. Annuaire Statistique. Trente-Troisième Volume. 1913. Paris, 1914. 338, 239 pp.*

This forms the thirty-third issue of the statistical yearbook of France, presenting data for the year 1913. The subject matter is divided into seven principal chapters, together with an appendix containing statistics for foreign countries. The volume contains the usual information found in publications of this kind. Certain sections contain matters of interest to labor, as for instance, those parts containing statistics of employers' associations, labor organizations, strikes and lockouts, statistics of factory inspection, statistics of manufacture regarding the number of persons employed, power used, and the quantity and value of products. There are also presented housing statistics, statistics of wages and hours of labor, mutual benefit funds, old-age pensions, accident insurance, wholesale and retail prices, and index numbers.

*Conseil Supérieur des Habitations à Bon Marché. Rapport. Année 1913. Paris, 1914. 97 pp.*

Contains the report of the superior council on housing, having oversight of the administration of the various housing acts of France, particularly those relating to the use of State funds to assist persons of small means in purchasing or erecting homes for themselves. As the material contained in this report has already been made use of by this bureau in Bulletin No. 158, relating to Government aid to home owning and housing of the working people in foreign countries, reference is made to that bulletin. The material concerning housing in France will be found on pp. 125-156 of that bulletin.

*Direction du Travail. Statistique des Grèves et des Recours à la Conciliation et à l'Arbitrage Survenus Pendant l'Année 1913. Paris, 1914. 459 pp.*

Contains the report of the French labor office for the year 1913 with reference to the application of the law of December 27, 1892, on conciliation and arbitration and labor disputes. During the year there were reported 1,073 strikes, which affected 220,448 workmen (203,596 men, 11,268 women, and 5,584 young persons), who were occupied in 8,479 establishments. The unemployment caused by these strikes was equivalent to 2,223,781 days of work of which 223,022 days of lost work was suffered by 19,507 workmen who did not participate in the strike. The building trades furnished the largest number of strikes, 267, involving 25,543 persons; next in order came the textile industries, metal trades, transportation, agricultural labor, woodworking (not including building), workers in leather and hides, clothing, and mines. Classified according to the number of workmen involved in the strikes, the mining industry furnished the largest proportion of the total involved, 40.3 per cent; quarry laborers formed 8.2 per cent of all persons involved in strikes during the year; the building trades, 5.1 per cent; metal work, 3.4 per cent; woodworking, 3.1 per cent; transportation, 2.7 per cent; textiles, 2.5 per cent; leather industry, 2.2 per cent; chemical industry, 1.7 per cent.

During the year 1913 there were 8 lockouts, involving 3,495 employees, in 8 establishments; but the maximum number of locked-out employees was 3,039. In 6 cases a compromise was agreed upon, while 1 failed, and 1 was successful. Most of the lockouts were of short duration, the maximum length being 25 days; in this 600 persons were involved. The aggregate days of work lost by reason of lockouts was 12,573.

A group of summary tables follows.

PERCENTAGE OF STRIKES, AND STRIKERS INVOLVED, BY RESULTS OF STRIKES,  
1903 TO 1912 AND 1913.

Year.	Per cent of strikes which were—			Per cent of strikers involved in strikes which were—		
	Success-ful.	Compromised.	Failures.	Success-ful.	Compromised.	Failures.
1903-1912.....	20.62	37.74	41.64	11.63	52.95	36.12
1913.....	17.05	34.58	48.37	39.31	29.70	30.99

NUMBER OF LABOR DISPUTES SUBMITTED TO ARBITRATION AND CONCILIATION,  
1903 TO 1912 AND 1913.

	Total. 1903-1912.	1913.
Number of strikes.....	11,194	1,073
Number of requests for mediation before beginning of strike.....	168	5
Number of requests for mediation by—		
Employers.....	46	3
Employees.....	956	70
Both parties.....	98	8
Justices of the peace.....	1,173	85
Total.....	2,273	166
Per cent of all strikes submitted for arbitration.....	20.30	15.47
Number of strikes terminating during procedure before constituting a board.....	80	9
Proposals for mediation rejected by—		
Employers.....	661	61
Employees.....	40	.....
Both parties.....	93	6
Total.....	794	67
Number of strikes abandoned or settlements made immediately after rejection of proposals for mediation.....	96	3
Number of strikes declared or continued after rejection of proposals.....	699	64

NUMBER OF BOARDS OF CONCILIATION CONSTITUTED AND RESULTS OF CONCILIATION, 1903 TO 1912 AND 1913.

	Total 1903-1912.	1913.
Number of boards of conciliation constituted.....	1,396	90
Per cent of boards constituted of number of requests for boards.....	61.41	54.21
Number of settlements made by—		
Conciliation.....	799	42
Arbitration.....	53	4
Total.....	852	46
Per cent of all cases submitted settled by boards.....	61.03	51.11
Number of refusals to arbitrate made by—		
Employers.....	90	4
Employees.....	37	1
Both parties.....	36	8
Total.....	213	13
Number of strikes indirectly settled by conciliation boards.....	63	2
Number of strikes declared or continued following the nonacceptance of awards.....	480	42



RESULTS OF AWARDS RENDERED BY CONCILIATION AND ARBITRATION BOARDS  
1903 TO 1912 AND 1913.

Year.	Total number of disputes settled.	Results.			Per cent of awards.		
		Favor of employ-ees.	Compromised.	Favor of employ-ers.	Favor of employ-ees.	Compromised.	Favor of employ-ers.
1903-1912.....	1,094	187	764	143	17.09	69.84	13.07
1913.....	60	15	39	6	25.00	65.00	10.00

*Direction du Travail. Annuaire des Syndicats Professionnels Industriels, Commerciaux et Agricoles, Déclarés Conforément à la Loi du 21 Mars 1884 en France et aux Colonies. 19<sup>e</sup> Année, 1914. Paris, 1914. 956 pp.*

This volume constitutes a directory of so-called professional or occupational associations (*syndicats professionnels*), together with statistical data concerning their number and membership, as reported on January 1, 1914, for both France and her colonies. These associations include employers' and employees' industrial organizations, professional associations (doctors, teachers, pharmacists, etc.), labor exchanges and trade unions, many of which maintain employment exchanges (*bourses du travail*) under their direct management. The directory is classified by Departments and municipalities and according to the character of the organization, whether formed by employers or workers, or by both in cooperation. The following summary table is presented:

## NUMBER AND MEMBERSHIP OF INDUSTRIAL AND COMMERCIAL ASSOCIATIONS, BY CLASSES, FRANCE AND COLONIES, 1910 TO 1914.

Year.	Number of industrial and commercial associations.					Number of members in associations of specified classes.				
	Em- ploy- ers.	Labor- ers and em- ployees.	Mix- ed.	Agri- cul- tural.	Total.	Em- ploy- ers.	Labor- ers and em- ployees.	Mixed.	Agri- cul- tural.	Total.
1910.....	4,450	5,260	184	4,948	14,842	368,547	977,350	38,005	813,038	2,196,940
1911.....	4,742	5,325	194	5,407	15,668	403,759	1,029,238	40,145	912,944	2,386,086
1912.....	4,888	5,217	225	5,879	16,209	410,160	1,064,413	46,646	934,317	2,455,536
1913.....	5,063	5,046	223	6,178	16,510	421,566	1,027,059	50,295	976,157	2,475,077
1914.....	4,967	4,846	233	6,667	16,713	403,143	1,026,302	51,111	1,029,727	2,510,283

The General Federation of Labor (*Confédération générale du travail*) comprised, in September, 1912, 53 national trade-unions federations and 5 independent unions, a total of 2,163 unions, having a membership in round numbers of 370,000.

The following table shows the number of industrial unions in existence January 1, 1914, exclusive of the purely agricultural unions, with the membership by occupational groups, and the proportion this membership bears to all persons shown by the last occupational census (1906) as engaged in the respective occupations.

NUMBER AND MEMBERSHIP OF INDUSTRIAL UNIONS, AND PER CENT MEMBERSHIP FORMS OF PERSONS IN EACH OCCUPATIONAL GROUP, AS SHOWN BY THE 1906 OCCUPATIONAL CENSUS, FRANCE, JANUARY 1, 1914.

Occupational groups.	Number of unions.		Membership of unions.			
	Employers.	Employees.	Employers.		Employees.	
			Number.	Per cent of persons engaged in the industry.	Number.	Per cent of persons engaged in the industry.
Agriculture, forestry, fishing <sup>1</sup> .....	259	599	23,137	0.48	56,938	2.08
Mining.....	7	84	313	73.41	67,425	32.81
Quarrying.....	14	60	248	3.21	13,292	21.61
Food, production and trade.....	1,691	280	165,118	42.96	49,556	9.47
Chemical products.....	90	151	5,147	81.19	42,936	27.48
Paper, cardboard, printing, bookbinding..	133	293	8,213	72.65	25,203	15.87
Hides and leather.....	108	177	6,267	12.29	24,706	15.34
Textiles.....	144	263	6,388	8.88	94,700	13.92
Clothing, cleaning.....	136	229	8,273	4.06	25,595	5.22
Woodworking, furniture making.....	170	311	7,060	9.32	34,516	13.64
Metal working.....	321	445	19,023	18.77	90,425	12.58
Earthenware, pottery, etc.....	48	105	2,394	32.11	13,303	8.05
Building trades—wood, stone, and iron....	342	678	23,402	17.76	118,453	23.64
Trade and transportation.....	822	932	64,665	18.06	317,881	28.59
Domestic and personal service.....	135	94	11,738	62.48	20,518	2.11
Liberal professions, medicine, pharmacy, etc.....	547	145	51,757	92.55	30,855	12.47
Total.....	4,967	4,846	403,143	( <sup>2</sup> )	1,026,302	( <sup>2</sup> )

<sup>1</sup> Including only industrial unions or those engaged in commerce in agricultural products. Purely agricultural unions number 6,667, with a membership of 1,029,727.

<sup>2</sup> Not reported.

*Ministère du Travail et de la Prévoyance Sociale. Recueil de Documents sur les Accidents du Travail. Paris, 1913, 1914. Nos. 46 (456 pp.), 47 (137 pp.), and 48 (108 pp.).*

The first of these volumes is a report of the decisions of the various courts of France, justices' and district courts, courts of appeal, and the court of cassation, rendered during the period March 17, 1909, to June 2, 1913, in cases arising under the industrial accident law. The second report is an analytic index to opinions and decisions of courts as reported at various dates from May, 1902, to November, 1913. The third report contains statistical tables showing the wages of insured persons; number of accidents reported, by industrial groups, degree of injury, and other essential data relative to industrial accidents, 1899-1910. This material will be summarized in more extended form in the next issue of the MONTHLY REVIEW.

*Japan.—Bureau de la Statistique Générale. Résumé Statistique de L'Empire du Japon. 29e Année. Tokio, 1915. 225 pp.*

This volume contains the more important data selected from the thirty-third statistical yearbook. The greater part of the tables are brought up to the end of the fiscal year 1912; some include the data for 1913. Many of the tables show comparative data for a period of 10 years or more. The figures in all previous reports include those of Chosen, Taiwan, Karafuto, and the leased territory of Kwanto, while in this volume they are shown separately. The subject matter is divided into 32 sections, of which sections 7, 8, 12, and 18 are of more or less interest to labor. From these sections the tables which follow have been selected.

## NUMBER OF STATE INDUSTRIAL ESTABLISHMENTS, PERSONS EMPLOYED, AVERAGE DAYS WORKED, AND HOURS OF LABOR, JAPAN, 1906-1914.

Year.	Number of establishments operated.	Number of persons employed—				Average number of—			
		In clerical positions.		As laborers.		Days worked per year.		Hours of labor.	
		Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.
1906.....	11	975	74	13,961	1,622	322	296	8.4	10.0
1907.....	66	2,357	91	105,394	9,449	299	311	10.6	10.4
1908.....	76	2,654	79	104,340	7,237	305	301	10.5	10.3
1909.....	74	2,711	74	97,244	6,549	304	308	10.6	10.2
1910.....	76	2,674	70	93,594	6,810	307	297	10.5	10.0
1911.....	77	2,659	70	92,020	7,363	313	298	10.5	10.0
1912.....	78	3,023	68	97,364	8,479	315	272	10.4	9.7
1913.....	81	3,377	73	93,546	8,602	315	311	10.4	9.8
1914.....	61	1,273	66	67,847	8,621	316	307	9.7	9.6

## NUMBER OF ESTABLISHMENTS, PERSONS EMPLOYED, AVERAGE DAYS OF OPERATION, AND AVERAGE HOURS OF LABOR IN VARIOUS INDUSTRIES, JAPAN, 1912.

Industry.	Number of establishments.			Number of persons employed.			Number of days in operation.	Daily hours of labor.
	Operated by motive force.	Not operated by motive force.	Total.	Male.	Female.	Total.		
Textile.....	5,116	3,003	8,119	76,557	450,482	527,039	279	11.3
Machinery, and mechanical pursuits.....	948	312	1,260	92,126	5,599	97,725	317	10.3
Chemical.....	608	929	1,537	61,242	28,640	89,882	317	10.7
Food products.....	738	1,111	1,849	39,888	9,884	49,772	256	10.3
Printing and bookbinding.....	422	123	545	18,047	3,411	21,458	337	10.0
Paper.....	18	75	93	1,204	1,559	2,763	313	10.3
Woodenware.....	371	218	589	15,465	5,004	20,469	300	10.2
Electrical.....	70	6	76	3,132	16	3,148	362	15.0
Metal refining.....	40	1	41	25,717	4,034	29,751	324	13.0
Mining.....	180	48	228	118,684	37,204	155,888	331	11.5
Other.....	199	583	782	15,445	14,825	30,270	288-359	100-150
All industries.....	8,710	6,409	15,119	467,507	560,658	1,028,165	302	11.1

## AVERAGE DAILY WAGES PAID IN SPECIFIED OCCUPATIONS IN JAPAN, 1898, 1903, 1910-1912.

(In this table the equivalents in American money have been computed on the basis of 1 yen=49.8 cents.)

Occupation.	1898	1903	1910	1911	1912
	Cents.	Cents.	Cents.	Cents.	Cents.
Carpenters.....	23	29	40	41	43
Plasterers.....	23	30	41	43	44
Stone masons.....	25	34	46	47	50
Sawyers.....	23	29	40	39	42
Roofers (shingles, thatch).....	22	28	40	43	45
Roofers, tile.....	24	32	47	50	51
Tile setters (wall).....	37	52	52	53	53
Brickmakers.....	24	26	36	36	37
Map makers.....	20	25	37	38	40
Screen makers.....	22	28	38	39	40
Paperhangers.....	21	28	36	37	38
Joiners.....	21	27	38	38	41
Coopers.....	18	23	31	32	33
Sandal and slipper makers.....	17	21	27	29	29
Boot and shoe makers.....	21	27	33	32	34
Saddlers, harness makers.....	20	30	35	35	35
Wheelwrights.....	20	24	34	34	36
Tailors, Japanese clothing.....	17	23	28	29	30
Tailors, European clothing.....	24	28	40	42	44
Dyers.....	15	16	24	27	25
Makers of metallic utensils.....	21	26	34	35	35
Paper makers.....	15	17	20	20	23
Compositors, printing.....	15	20	25	27	28
Pressmen, printing.....	15	18	25	25	26
Ship carpenters.....	25	30	41	43	45
Gardeners.....	22	27	38	41	42
Agricultural labor, male.....	13	15	19	21	22
Agricultural labor, female.....	9	9	12	12	13



**Netherlands.**—*Centraal Bureau voor de Statistiek. Jaarcijfers voor het Koninkrijk der Nederlanden. (Rijk in Europa), 1913. The Hague, 1914. 360 pp.*

Forms the statistical year book for the Netherlands for 1913, containing the usual statistical information found in such publications; divided into 11 chapters; contains an alphabetical index. Of interest to labor are those sections and tables relating to the occupational censuses of 1899 and 1909; work of the factory inspection service, councils of labor, employment exchanges, trade-union statistics, collective agreements, wages and hours of labor, strikes and lockouts, cost of living, and social insurance; industrial statistics for leading industries, indicating the amount of power used in industry, persons employed, quantity and value of output.

*Departement Van Landbouw Nijverheid en Handel. Centraal Verslag der Arbeidsinspectie in het Koninkrijk der Nederlanden over 1913. The Hague, 1915. lvi, 677, xviii pp.*

This annual report on the enforcement of the labor laws of the Netherlands comprises the results of inspection in the industrial establishments of the country as authorized by a series of labor laws, namely the law on health and safety of employees, the general labor law, the law on noxious or injurious trades, the law for the protection of stonecutters, the phosphorus matches law, the accident law, and the law for the protection of caisson workers. The inspection service during the year consisted of the director general of labor, 4 heads of divisions, 4 technical experts, 9 district heads, 16 factory inspectors (8 men and 8 women), 23 assistant inspectors of various grades, together with a clerical force of 54 persons. The number of persons classified by industries in the establishments inspected during the year is shown in the table which follows:

NUMBER OF PERSONS EMPLOYED IN INDUSTRIAL ESTABLISHMENTS INSPECTED DURING THE YEAR 1913, BY GROUPS OF INDUSTRIES, NETHERLANDS.

Groups of industry.	Number of employees in industrial establishments as reported by—					Age and sex of employees in establishments inspected in 1913.			Per cent inspected of total employees as reported by labor inspectors.
	Industrial census of 1899.	Industrial census of 1909.	Labor inspectors, 1913.			Persons under 17 years of age and women.	Male persons over 17 years of age.	Total.	
			Establishments subject to inspection.	Establishments not subject to inspection.	Total.				
Pottery, glass, limestone, etc.	25, 145	31, 365	9, 983	29, 097	39, 080	7, 954	21, 807	29, 761	76
Diamonds and other precious stones.....	9, 951	10, 183	1, 371	8, 535	9, 906	512	2, 361	2, 873	29
Printing and lithographing.....	13, 196	20, 443	4, 530	14, 560	19, 090	3, 390	10, 912	14, 302	75
Building trades.....	142, 832	167, 977	9, 130	26, 845	35, 975	3, 250	13, 193	16, 443	46
Stonecutting.....	2, 068	2, 210	180	1, 932	2, 112	179	1, 856	2, 035	96
Chemical industries.....	10, 202	15, 161	2, 947	9, 045	11, 992	2, 400	7, 353	9, 753	81
Wood, cork, and straw.....	38, 820	47, 831	9, 504	29, 741	39, 245	5, 709	19, 112	24, 831	63
Clothing and cleaning.....	91, 567	108, 320	62, 135	12, 252	74, 387	38, 902	9, 329	48, 231	65
Art industries.....	1, 684	2, 523	433	625	1, 058	165	369	534	50
Leather, oilcloth, rubber.....	39, 826	37, 135	4, 893	9, 771	14, 664	3, 159	6, 884	10, 043	68
Iron and coal mining, peat digging.....	16, 255	23, 102	242	1, 892	2, 134	151	1, 308	1, 459	68
Metal industries.....	40, 325	42, 696	9, 610	28, 562	38, 172	6, 227	20, 491	26, 718	70
Medicine industries, tools, etc.....	19, 952	33, 760	6, 945	32, 115	39, 060	5, 419	26, 249	31, 668	81
Shipbuilding and supplies.....	22, 737	30, 311	3, 720	25, 288	29, 008	2, 488	19, 287	21, 775	75
Paper.....	6, 992	10, 433	3, 893	7, 791	11, 684	3, 088	6, 220	9, 308	80
Textiles.....	49, 486	61, 011	30, 202	36, 136	66, 338	26, 425	29, 717	56, 142	85
Gas and electricity.....	4, 485	9, 518	89	8, 104	8, 193	65	5, 914	5, 979	73
Food preparations.....	114, 324	136, 158	27, 889	104, 664	132, 553	18, 112	52, 608	70, 720	53
Total.....	649, 847	790, 137	187, 696	386, 955	574, 651	127, 595	254, 970	382, 565	66

**Norway.**—*Statistiske Centralbyraa. Norges Bergverksdrift, 1913. Christiania, 1915. 15, 79 pp. (Norges Officielle Statistik. VI: 29.)*

Contains statistics concerning operations of mines and smelters in Norway during 1913, with a comparative summary for the years 1901–1905, 1906–1910, and 1912. Reports of the several mine inspectors in the different districts are also appended. The following table shows the number of employees at indicated periods, classified according to the character of the mine or smelting operations carried on:

NUMBER OF PERSONS EMPLOYED IN THE MINES AND SMELTERS, NORWAY, 1901–1905, 1906–1910, 1912, AND 1913.

	Number of employees in—			
	1901–1905	1906–1910	1912	1913
<b>Mines:</b>				
Silver.....	214	238	259	319
Gold.....	40	35	.....	.....
Copper.....	2,656	4,157	4,553	4,929
Nickel.....	23	65	132	173
Iron.....	357	1,066	2,558	1,807
Zinc and lead.....	60	289	109	124
Molybdenite.....	32	42	161	153
Other.....	6	30	177	147
Total.....	3,388	5,922	7,949	7,652
<b>Smelters:</b>				
Silver.....	17	10	11	15
Copper.....	143	153	320	308
Nickel.....	14	41	219	259
Pig iron.....	20	4	.....	.....
Steelworks.....	58	24	.....	.....
Total.....	252	232	550	582

*Fiskeridirektøren. Norges Fiskerier 1913. Christiania, 1915. 27, 132 pp. (Norges Officielle Statistik. VI: 28.)*

Contains a report of the fishing industry in Norway for the year 1913, the value of whose products during the year amounted to 53,767,717 crowns (\$14,409,748). During the year there were employed in the industry on an average 100,047, not including 14,687 engaged exclusively in the manufacturing branches of the industry. There were in use in the industry 51,981 open boats without motors, 2,092 with motors, 7,390 dories, 2,417 sailboats, 4,405 decked motor boats, and 205 steamships, all of which had a value of 37,309,415 crowns (\$9,998,923).

*Riksforsikringsanstalten. Ulykkesforsikringen for Industriarbeidere m. v. 1912. Christiania, 1915. 34\*, 95 pp. (Norges Officielle Statistik. VI: 38.)*

This is the annual report on the operation of the State accident compensation system in Norway for the year 1912. It covers all establishments subject to compensation, except the silver mines of Kongsberg and the State trunk-line railroad, which have their own separate compensation funds. There were reported in 1912 9,129 accidents, an increase of 1,276 over 1911. Results of operations from 1895 to date are as follows:

## TOTAL NUMBER OF ACCIDENTS, YEARS OF WORK, PREMIUMS AND COMPENSATION PAID, FOR ALL INDUSTRIES IN NORWAY, 1895-1908, 1909-1912.

Year.	Number of establishments.	Years of work (300 days).	Wages paid.	Amount of premiums.		Compensation paid, reserves, etc.		Number of accidents.			Number of accidents compensated per 1,000 years' work.
				Total.	Per cent of wages	Total.	Per cent of wages	Total.	Compensated.	Causing death.	
1895-1908.	(1)	1,472,189	\$331,876,227	\$5,166,181	1.6	\$5,697,770	1.7	(1)	(1)	(1)	(1)
1909.....	19,988	144,425	35,699,871	531,918	1.5	561,549	1.6	5,609	3,866	136	38.8
1910.....	19,655	150,771	37,771,501	569,092	1.5	647,369	1.7	5,875	3,986	119	39.0
1911.....	20,984	160,809	41,063,989	624,902	1.5	769,725	1.9	7,564	5,020	138	47.0
1912.....	21,581	173,783	45,537,923	756,200	1.7	755,948	1.7	8,808	6,183	116	50.7
1895-1912.	(1)	2,101,977	491,949,511	7,648,293	1.6	8,432,361	1.7	(1)	(1)	(1)	(1)

<sup>1</sup> Not reported.

For further information concerning accident insurance in Norway reference is made to Bulletin No. 157 of this bureau and volume 2 of its Twenty-fourth Annual Report.

**Salford, England.**—*Medical Officer of Health. Annual Report of the Medical Officer of Health for the Year 1914. Manchester [1915]. 254 pp.*

Contains the report of the public health department for the year 1914. The report notes a marked decrease in infant mortality, 126 per thousand births, the lowest number ever recorded for the city. Sixty-two houses were reported as having been closed for human habitation; 73 houses were remodeled and made habitable; 218 new houses were erected, and 64 demolished. During the year 2,352 inspections were made of factories, workshops, and work places; 42 notices were sent out, but no prosecutions were reported.

**Spain.**—*Comisaria Regia del Turismo y el Real Patronato de Casas Baratas de Sevilla. March, 1915.*

A report of the royal committee appointed to superintend the construction of a group of low-cost dwellings erected in 1913-1915 at Seville for the occupation of persons of small means. The group consisted of 2 buildings, comprising 72 dwellings, of which some pictures and plans are shown. The total expense was limited to 237,662 pesetas (\$45,868.76). The rent was fixed to vary from 50 reales (\$2.41) to 70 reales (\$3.38) per month, according to the size of the apartments, including lighting of the common stairways and halls, water rent, education of children under 7 years of age, and the use of a small flower and vegetable garden. No statement, however, is made concerning the size of the rooms or the number in each apartment. No tenants are accepted who have an income of 3,000 pesetas (\$579) per year if over 50 per cent of such amount is derived from wages, salary, or pension; families of less than four persons; persons not having a regular income unless security is given for the payment of rent. The first apartments were opened to tenants on January 1, 1915, and the average cost per apartment when completed is reported at approximately 3,300 pesetas (\$636.90).

*Consejo Superior de emigración. Boletín. Madrid, 1915. Año 7. Num. 73, March-June.*

This report discusses the necessity of further governmental regulations relative to emigration from Spain to other European countries. The following table shows the decrease in trans-Atlantic emigration of Spaniards from Spain during the months of March, April, May, 1914 and 1915, by destination of emigrants:



## SPANISH EMIGRATION TO AMERICA DURING MARCH, APRIL, AND MAY, 1914, 1915, BY DESTINATION.

Month and year.	Number of emigrants leaving for—					Total.
	United States.	Argentina.	Cuba.	Brazil.	Other countries.	
March.....1914..	552	5,092	1,302	741	354	8,041
.....1915..	83	1,211	839	175	96	2,404
April.....1914..	661	3,243	951	410	236	5,501
.....1915..	139	995	1,061	113	77	2,385
May.....1914..	100	3,163	899	335	188	4,685
.....1915..	85	830	846	164	110	2,035

The crisis in the home labor market is discussed. The demands for employment far exceed the places open for employment; many factories are doubtful of being able to continue operations; many are giving labor to their employees for only three days each week; and others, because of scarcity of raw materials, allow their employees to work in turns. Owing to these conditions there is little effort necessary to secure laborers for employment in France. To prevent deception and fraud, this emigration should be regulated; accredited employment agencies alone should be permitted to operate in Spain, and a deposit sufficient to pay return passage in case of fraud should be required.

Several pages are devoted to labor conditions in the countries to which most of the Spanish emigration is directed—Brazil, Argentina, Venezuela, Paraguay, and Cuba.

*Instituto de Reformas Sociales. Legislacion del Trabajo. Apendice Decimo, 1914. Legislacion-Proyectos de Reforma. Madrid, 1915. 433 pp.*

Contains laws, decrees, and orders of interest to labor enacted and promulgated in Spain during the year 1914, together with bills and administrative measures proposed. The subject matter is classified under 15 heads: (1) Industrial accidents, (2) Mutual aid and charity, (3) Associations, (4) Cooperation, (5) Emigration, (6) Industrial education, (7) Statistics and investigation, (8) Housing of the working classes, (9) Factory inspection, (10) Legislation affecting the Institute of Social Reform (Instituto de Reformas Sociales), (11) Employment of women and children, (12) Public granaries, (13) Social welfare, (14) Agricultural associations, and (15) Miscellaneous.

*Instituto de Reformas Sociales. Memoria General de la Inspección del Trabajo Correspondiente al Año 1912. Madrid, 1914. 513 pp. and 28 charts.*

This report is a review of the activities of the industrial inspection service in Spain during the year 1912.

The following shows the more important data resulting from the inspection of industrial establishments:

Number of inspections made.....	13,814
Number of infractions of law for employment of children under age limit.....	2,066
Number of infractions of law for not permitting opportunity for religious and primary instruction.....	2,106
Number of infractions of law for lack of certificate of vaccination.....	77,971
Number of infractions of law for working without parents' permission.....	46,346
Number of infractions of law for lack of age certificate.....	45,802
Number of infractions of law for no display of law, rules, etc.....	3,408
Number of infractions of law for failure to draft working rules.....	4,062
Number of infractions of law for no book for registering inspections.....	2,943
Number of infractions of law for law, rules, etc., not posted in visible place.....	3,228
Number of infractions of law for failure to provide safety appliances.....	2,783
Number of infractions of law for failure to observe Sunday rest.....	5,458
Number of infractions of law for all others.....	5,046
Number of prosecutions.....	431

The total number of infractions of the labor code was reported as 201,219. Of this total, 189,750 were reported as infractions of the woman and child labor law.

Tables are presented showing the number of persons employed in establishments subject to inspection, by sex and by age, maximum, minimum, and average wages paid; hours of labor for day and for night laborers, by sex: in each inspection district. The totals of the different classes of employees for the kingdom are as follows:

Males:

Under 14 years of age.....	3, 193
14 to 16 years of age.....	21, 351
Over 16 years of age.....	296, 454

Females:

Under 14 years of age.....	3, 115
14 to 23 years of age.....	86, 467
Over 23 years of age.....	86, 411

Total..... 496, 991

There were 31,118 males and 7,926 females, or a total of 39,044 persons, employed in night work.

The last chapter presents a chronological index of all labor laws enacted to date in Spain.

**Sweden.**—*Socialstyrelsen. Arbetsinställelser i Sverige, År 1914. Stockholm 1915. 63 pp. (Sveriges Officiella Statistik Socialstatistik).*

Contains report on strikes and lockouts, occurring in 1914, giving number involved, causes, duration, and results. During the year 1914 there occurred 115 labor disputes, of which 8 were lockouts and 2 were of mixed character, involving 14,385 workmen. As to results, 33 terminated in favor of the employer and 26 in favor of the workman, 47 were compromised, while as to 9 the result was unknown or indecisive. Short tables follow, presenting the more important data concerning these strikes.

The following table shows the number of labor disputes, persons involved, and result for each year 1908 to 1914:

STRIKES AND LOCKOUTS IN SWEDEN, NUMBER OF PERSONS INVOLVED, AND RESULTS, BY YEARS, 1908-1914.

Year.	Number of strikes.	Number of lock-outs.	Indetermi-nate.	Disputes resulting in—								Total.	
				Favor of employers.		Favor of employees.		Compromise.		Not reported.			
				Number.	Persons in-volved.	Number.	Persons in-volved.	Number.	Persons in-volved.	Number.	Persons in-volved.	Number.	Persons in-volved.
1908.....	229	38	35	94	8,953	80	2,479	115	28,584	13	341	302	40,357
1909.....	102	22	14	61	290,767	33	1,358	38	8,692	6	932	138	301,749
1910.....	66	5	5	35	2,480	20	622	20	569	1	.....	76	3,671
1911.....	85	9	4	44	2,658	22	1,016	32	16,902	.....	.....	98	20,576
1912.....	108	4	4	49	2,553	25	778	42	6,649	.....	.....	116	9,980
1913.....	118	1	.....	28	1,481	36	2,027	45	5,629	10	454	119	9,591
1914.....	105	8	2	33	3,341	26	808	47	10,072	9	164	115	14,385

The days of work lost varies from 11,799,700 in 1909 to 39,000 in 1910. In 1914 this item is reported as 620,469.

The following table gives data similar to that in the preceding table for labor disputes in 1914 classified by principal causes.

## STRIKES AND LOCKOUTS IN SWEDEN, NUMBER OF PERSONS INVOLVED, AND RESULTS, BY CAUSES, 1914.

Principal causes.	Disputes resulting in—									
	Favor of employers.		Favor of employees.		Compromise.		Not reported.		Total. <sup>1</sup>	
	Num-ber.	Persons in-volved.	Num-ber.	Persons in-volved.	Num-ber.	Persons in-volved.	Num-ber.	Persons in-volved.	Num-ber.	Persons in-volved.
Increase of wages.....	14	1,163	17	401	32	8,770	5	93	71	10,427
Reduction of wages.....					3	364	1	6	4	370
Other questions relating to wages.....	2	312	2	186			1	40	5	538
Right to organize.....										
Collective contracts.....	1	21	2	52			1	2	4	75
Other questions relating to unionism.....										
Treatment of personnel.....	4	106	1	42	4	112			9	260
Hours of labor.....	3	103	1	18	1	37	1	23	6	181
Discharge or reinstatement of employees.....	9	1,636	2	95	3	695			14	2,426
Shop regulations.....										
Interpretation of contracts.....			1	14	1	94			2	108
Total.....	33	3,341	26	808	47	10,072	9	164	115	14,385

<sup>1</sup> Including 8 lockouts and 2 disputes of indeterminate character.

**Switzerland.**—*Handels-, Industrie- und Landwirtschafts- Department. Berichte der Kantonsregierungen über die ausführung des bundesgesetzes betreffend die Arbeit in den Fabriken 1911 und 1912; 1913 und 1914. Veröffentlicht vom schweizerischen Industrie-department. Aarau, 1913, 1915. 2 vols.*

These two volumes constitute the reports of the cantonal factory inspectors of Switzerland, each report covering a biennial period, i. e., 1911-12 and 1913-14. The Federal department merely brings together and prints the reports of the inspectors of each of the cantons, and no general summary is presented. Save for annual conferences with the department of commerce and industry the cantonal inspectors work quite independently of the federal inspection service, which consists primarily of functional inspectors who perform specialized duties and who refer all general matters of inspection to the inspectors of the different cantons. For further information on factory inspection in Switzerland reference may be made to Bulletin 142 of this bureau.



## PERIODICAL PUBLICATIONS OF FOREIGN LABOR DEPARTMENTS AND BUREAUS.

In the pages following the various periodical publications issued by the foreign departments and bureaus of labor are listed and the table of contents given. This list includes all the periodical publications received during July and the first week of August, 1915. Some countries, it will be noticed, are not represented by any publication. Since the beginning of the European war most of these publications have been somewhat irregular in their appearance, and in certain cases it will be noticed that the issues of several months have been postponed or consolidated.

**Argentina.**—*Departamento Nacional. Boletin del Trabajo. Buenos Aires.*

*No. 29—Dec. 31, 1914.*—Reports from the department: Reports from the division of inspection; Spread of labor legislation; Collaboration by the workmen in inspection, etc.; Industrial establishments; Infractions of the law and prosecutions; Sunday rest; Application of the labor law; The cooperative kitchens; Home labor; Grain elevators; Caisson workers; Emigrant agencies; Agricultural laborers; Labor conditions in Upper Parana. Quarry workers. Oil prospecting. Free courts for laborers. Employment agencies. Division of statistics: Strikes and lockouts. Home labor in the Federal capital. Unemployment. Accident prevention during 1913. Division of legislation.

**Canada.**—*Department of Labor. The Labor Gazette. Ottawa.*

*July, 1915.*—Industrial and labor conditions during June, 1915. Special articles on—The industrial disputes investigation act, 1907; Wholesale prices in Canada during 1914; Annual convention of the Canadian Manufacturers Association; Labor disputes in Germany, 1914; New York State Industrial Commission; Statement of dispute between the Davie Shipbuilding & Repairing Co. of Levis, Quebec, and its employees. Statistical returns on Wholesale and retail prices, June, 1915; Trade disputes and industrial accidents during June, 1915; Emigration and colonization; Building permits during June. Reports of departments and bureaus. Recent legal decisions affecting labor.

**Denmark.**—*Statistiske Efterretninger, udgivet af det Statistiske Departement. Copenhagen.*

*June 14, 1915.*—Special census of farm animals, May 15, 1915.

*June 30, 1915.*—Hotels, restaurants, and public houses, 1914. Retail prices, June 1, 1915. Imports and exports of flour, grain, etc., 1914. Deaths by accidents, 1914. Divorces, 1914. Population of Sweden and Norway, July 12, 1915. The crop outlook, July 7, 1915. Imports of products from eastern markets, 1914. Population of Denmark, July 1, 1915. Index numbers of the Economist.

**Finland.**—*Industristyrelsen. Arbetsstatistisk Tidsrift. Helsingfors.*

*No. 3, 1915.*—Activities of the employment offices, 1914. Maximum prices of food products and of clothing and leather products fixed by Government order. Finnish employers' association, 1914. Reports from foreign countries. Retail prices, first quarter, 1915.

**France.**—*Bulletin du Ministère du Travail et de la Prévoyance Sociale. Paris.*

*January, February, March, April, 1915.*—(Single issue for four months.) Social movement: France: Inquiry concerning industrial and commercial activities, August, 1914, to January, 1915; Mine labor, December, 1914, to February, 1915; Strikes from January to April, 1915; Unemployment in France during the first seven months of 1914; Report of the national unemployment fund, 1914; Free public employment offices, 1914; Economic situation expressed in index numbers, third quarter, 1914; Reports of operations on the old age retirement laws for industrial and agricultural laborers; Trade associations, January 1, 1914; Promotion of cooperative societies; Providing wages and normal hours of labor in the building trades in Paris, in 1913. International: Strikes and lockouts during 1912 and 1913. Foreign countries: Review of labor conditions in Germany; Cost of living in Berlin, December, 1914, to January, 1915; Measures adopted to combat unemployment in Germany; Unemployment in trade unions in Austria, May to November, 1914; Cost of living in Vienna, January, 1915; Austrian census of occupations, 1910 (preliminary figures); Reports of labor conditions in Great Britain, strikes and lockouts, January to February, 1915; Wages, cost of living, and employment exchanges, 1914; Labor conditions in Italy during the last six months of 1914; Conditions of labor in the Netherlands, 1914; Legislation in Portugal concerning hours of labor in the employment of children; Public employment offices in Sweden, 1902–1912. Miscellaneous: Reports from the industrial courts (*Conseils de Prud'hommes*), fourth quarter, 1914; Export trade of France, 1913–1914, first three months of 1915; Production of sugar and alcohol; Current prices, January to March, 1915; and prices of bread. Laws, decrees, orders, circulars relative to industrial accidents, labor contracts, wages, public employees, subsidies to mutual benefit societies, housing of workingmen, trade unions, etc.

**Germany.**—*Reichs-Arbeitsblatt, Herausgegeben vom Kaiserlichen Statistischen Amte, Abteilung für Arbeiterstatistik. Berlin.*

*June, 1915.*—Labor market in Germany, May, 1915. Conditions in Berlin, May, 1915. Labor markets in foreign countries (Great Britain, Netherlands, Switzerland, and British colonies). Legislation: Prussian law on noncommercial employment exchanges. Employment offices and unemployment. War measures: Measures taken in France to combat unemployment; Maternity benefits. Labor conditions: Membership and wage statistics in the Magdeburg sickness insurance fund; Limitations upon attachment of wages. Social insurance: Results of German accident insurance during 1913; Sickness insurance reports from the miners' funds, 1913. Labor market statistics.

**Great Britain.**—*The Board of Trade Labor Gazette. London.*

*June, 1915.*—Employment chart. The labor market in May. Special articles on Employment in Germany in April; Retail food prices in the United Kingdom at 1st June; Food prices in Berlin in April; Retail food prices in Vienna in April; Rise in cost of living in Sweden; Regulation of food prices in Spain; Organization in coal mines to increase output; Changes in wages of agricultural laborers; Labor disputes in Germany. Conciliation and arbitration cases. Government work: committee on production. Reports on employment in the principal industries. Labor in the Dominions and in foreign countries. Board of trade labor exchanges. Statistical tables: Prices of bread, wheat, and flour; Trade disputes; Changes in rates of wages; Sliding scale changes in wages; Women's employment bureaus; Unemployment insurance; Diseases of occupations; Fatal industrial accidents; Pauperism; Foreign trade; Cooperative wholesale societies, quarterly sales; Distress committees; Passenger movement to and from the United Kingdom; Immigration to and emigration



from United States; Emergency grants to trade unions. Legal cases, official notices, etc.

*July, 1915.*—Employment chart. The labor market in June. Special articles on Employment in Germany in May; Employment in Denmark in May. Retail food prices: United Kingdom on July 1; Berlin in May; Vienna in May. Farm servants wages in Scotland. Employment of soldiers at harvest. Produce of crops in the United Kingdom in 1914. Munitions work bureaus. Danish labor arbitration court. Conciliation and arbitration cases. Commonwealth of Australia; quarterly statistics. Reports on employment in the principle industries. Labor in the Dominions and in foreign countries. Board of trade labor exchanges. Statistical tables: Prices of wheat, flour, and bread; Trade disputes; Changes in rates of wages; Building plans; Distress committees; Women's employment bureaus; Diseases of occupations; Fatal industrial accidents; Unemployment insurance; Pauperism; Foreign trade; Passenger movement to and from the United Kingdom; Emergency grants to trade unions. Legal cases, official notices, etc.

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*July 1, 1915.*—Investigations and provisions relative to unemployment; Notices of public works under construction; Labor market, by locality and by industries; Labor disputes; Retail prices, May, 1915. Employers' and employees' associations, Congresses and conventions; Activities of the labor offices; International association on unemployment; Legislation relating to labor.

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insurance law; Accident insurance for industrial workers, etc.; Accident insurance for seamen and fishermen; Sale of bread by weight; Price and weight of bread in Norwegian cities; Operations of local sick funds, 1913; Emigration legislation; Labor market in Great Britain and Ireland, 1914; Learning new trades in England; Prices of necessities in Germany; Bill for the legal regulation of employment exchanges in Germany; German war insurance; Trade agreements in Germany.

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*No. 5, 1915.*—State and municipal measures pending the war (Reports of the State unemployment commission and the commission on food prices). Labor market during the first quarter, 1915. Unemployment among trade unions, January 1, February 1, March 1, 1915. War measures in foreign countries (Austria). State subventions to tobacco workers. Municipal building activity, 1913. Proposed new poor relief law. Analysis of the causes of poverty. Proposed form of instruction in and outside the public schools concerning the benefits of total abstinence. Activities of the factory inspectors January to March, 1915. Reports of the factory inspectors on fatal industrial accidents. Brief notices concerning collective agreements in Germany, 1913, and in Austria, 1912; Strikes and lockouts in Austria, 1913; Danish sick benefit law, 1914; Reports from the state insurance institute, January to April, 1915; Labor market in England, March, 1915; Labor market in Germany during March and up to the middle of April, 1915; Unemployment in Denmark, 1914; Cooperation in Denmark; Housing and rents in Stockholm, 1915; Retail prices in England, March, 1915. Public employment offices in Sweden, April, 1915. Retail prices, April, 1915, and summary from 1904 to April, 1915. Prices of farm animals in Sweden, 1904 to April, 1915, and February to April, 1915. Fish prices in Stockholm from March, 1914, to April, 1915. Reports from the Royal Pension Bureau.

*No. 6, 1915.*—State and municipal measures pending the war (Reports of the State unemployment commission). War measures in the foreign countries (Germany). Retail prices in certain European countries since the outbreak of the war. Social questions before the parliamentary session of 1915 (health and safety of employees, unemployment, small holdings and housing, prohibition, pension legislation, taxes and subsidies). Accidents in loading and unloading of ships, 1914. Labor disputes in Sweden, 1914. Judicial aspects of collective agreements. Royal notification concerning state subsidies to labor exchanges. Pension legislation. Reports of the factory inspectors on fatal industrial accidents. Brief notices: Labor disputes in Germany, 1914; Compulsory arbitration in Norway; Activities of the State insurance institute, January to May, 1915; New Danish sick benefit law; Sickness insurance in Germany, 1913, and invalidity and survivors insurance, 1914; Labor market in England, April, 1915, and in Germany, April to May, 1915; Apprenticeship among factory employees, and housing in certain cities in Sweden. Public employment offices in Sweden, May, 1915. Retail prices, May, 1915, with summary from 1904 to May, 1915. Prices of farm animals in Sweden, March, 1915, to May, 1915. Fish prices in Stockholm, April, 1914, to May, 1915. Reports from the Royal Pension Bureau.

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BUREAU OF LABOR STATISTICS

ROYAL MEEKER, Commissioner

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OF THE

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### DEPARTMENT OF LABOR CONFERENCE ON EMPLOYMENT, HELD AT SAN FRANCISCO, CAL., AUGUST 2 TO 6, 1915.

In response to a letter signed by Hon. William B. Wilson, Secretary of Labor, dated April 26, 1915, a most successful conference between representatives of the municipal, State, and Federal employment agency officers was held at San Francisco early in August. In the letter which called this conference the Secretary of Labor stated that some of the department's activities were "quite similar to, and indeed in some respects identical with, those of various State and municipal organizations. Consequently it has been and is the policy and desire of the department to cooperate with such organizations and authorities, in such manner as to avoid duplication of work and waste of resources, by providing for efficient administration and uniformity of methods in accomplishing the aims of the governments mutually concerned. To one of the ways in which it is believed this department can be of special aid to State and municipal organizations I wish to direct your notice at this time. Recently, through the Division of Information of the Bureau of Immigration, distribution branches, or labor exchanges, were established throughout the country in order \* \* \* to afford employers in all industries a method by which they may make application for and secure, without expense, such help as they may need.

"In the effort to relieve congestion in the industrial centers the supply of labor for the farm and other rural occupations has been one of the specialties of the system. The Post Office Department, with officers in each town and city, and the Department of Agriculture, with representatives in every agricultural community, are extending to the movement great aid.

"As the authorities of the States and municipalities come into closer contact with the people than is possible to Federal authorities, and as under our form of government the States and local governments have a wider range of power of the kind needed completely to effectuate the objects in view, cooperation with States and municipi-

palities upon this subject of properly and beneficially distributing laborers is of paramount importance in efforts to approximate the maximum of success.

"I have therefore concluded that a conference between the executive officers of the department and representatives of the States and municipalities engaged in like activities is highly advisable; hence have decided to invite such representatives to meet those of this department as aforesaid at the city of San Francisco on the 2d day of August next. \* \* \*

"A full representation of all official organizations concerned in this matter is very much to be desired."

The representation from the various State employment offices, municipal employment offices, and the officials of organizations formed among these was very satisfactory.

The conference met on the morning of August 2 and elected Hon. William B. Wilson, Secretary of Labor, chairman; Mr. H. L. Kerwin, secretary; and Miss Hilda Muhlhauser, assistant secretary. A program committee was at once selected from amongst the three branches and the conference took a recess to enable this program committee to report.

The committee reported, placing the municipal employment agencies and bureaus first on the program, thus giving them the opportunity to state their case and views on the proposed cooperation. Next followed the State employment bureaus and then the Federal employment systems. The municipal and State delegates occupied somewhat more than a day each and made all present thoroughly conversant with the situation and their attitude.

The report of the program committee, as given below, was followed essentially, although the discussion on the floor under the municipal and State bureau heads occupied very much more time than the program would indicate.

#### PROGRAM.

##### **I. Report of committee on program.**

T. V. Powderly, chairman of program committee.

##### **II. Municipal employment agencies and bureaus.**

Miss Hilda Muhlhauser, vice president, American Association of Public Employment Bureaus.

##### **III. State employment bureaus.**

J. P. McLaughlin, State labor commissioner, California.

##### **IV. Federal employment systems.**

###### **(a) Clearing houses for labor distribution:**

Frederic C. Howe, United States commissioner of immigration, New York.

###### **(b) An interlinking system:**

Ethelbert Stewart, chief statistician, United States Bureau of Labor Statistics.

J. B. Williams, director of employment, Los Angeles, Cal.

H. P. Corcoran, State delegate, West Virginia.

**IV. Federal employment systems—Concluded.****(c) Distribution work and methods:**

## 1. Relations of distribution of labor to child labor—

Miss Julia Lathrop, Chief Children's Bureau, United States Department of Labor.

## 2. Distribution of harvest hands—

C. L. Green, general inspector in charge, employment and distribution, United States Department of Labor.

## 3. Methods of employment bureaus from the viewpoint of employers—

Cator Wolford, of Chamber of Commerce, Atlanta, Ga.

## 4. Federal regulation of employment agencies engaged in interstate work—

Hon. T. V. Powderly, Chief Division of Information and Employment, United States Department of Labor.

## 5. Development work, municipal, State, and Federal—

R. H. Norton, supervisor of Los Angeles County, Cal.

**(d) Federal relations:**

Hon. William B. Wilson, Secretary of Labor.

Hon. Louis F. Post, Assistant Secretary of Labor.

Hon. A. Caminetti, Commissioner General of Immigration.

In preparing this program the committee has designated the delegates who will open the various subjects, which subjects and subdivisions will be open to discussion by all delegates immediately after the subjects and subdivisions have been introduced by the delegate designated, either by addresses limited to 10 minutes at the discretion of the presiding officer or by the submission of papers on the subject in question.

**Recommendations of the program committee to the conference.**

(1) That the proceedings of this conference be printed and circulated among all municipalities and States.

(2) That all resolutions introduced at this conference be referred to the committee on program.

(3) That a permanent advisory board, consisting of 12 members, be created, 4 to be selected by the municipal delegates here present, 4 by the State delegates, and 4 to be appointed by the Secretary of the United States Department of Labor.

(4) That a Department of Labor conference on employment be called by the Secretary of the United States Department of Labor annually.

The recommendation of the program committee that an advisory board of 12 members be created was recognized as the pivotal and vital outcome of the conference, and on the last day the three sections were invited to name separately four members each for this permanent advisory board. The nominations made by each section and adopted by the conference as a whole were as follows:

**Federal representatives.**

Mr. C. L. Green, United States Department of Labor, inspector in charge, employment and distribution, United States barge office, New York City.

Dr. P. L. Prentis, inspector in charge, United States Immigration Service, 845 Wabash Avenue, Chicago, Ill.

Mr. Ethelbert Stewart, chief statistician, Bureau of Labor Statistics, United States Department of Labor, Washington, D. C.

Mr. Henry M. White, United States commissioner of immigration, Seattle, Wash.



**State representatives.**

Mr. Charles B. Barnes, director, bureau of employment, 381 Fourth Avenue, New York City.

Mr. Justin F. Denechaud, secretary, State board of immigration, New Orleans, La.

Mr. Luke McCoy, secretary, bureau of labor statistics, State of Illinois, Springfield, Ill.

Mr. Edward W. Olson, State labor commissioner, Olympia, Wash.

**City representatives.**

Mr. H. J. Beckerle, superintendent, public employment bureau, Milwaukee, Wis.

Mr. Harry Donoho, superintendent, municipal free employment bureau, 121 Merchants' Trust Building, Los Angeles, Cal.

Mr. G. Harry Dunderdale, superintendent, city employment bureau, 8 Kneeland Street, Boston, Mass.

Miss Hilda Muhlhauser, director girls' and women's bureau, State-city labor exchange, City Hall, Cleveland, Ohio.

The advisory board met immediately after the conference and organized by electing Ethelbert Stewart, chief statistician of the United States Bureau of Labor Statistics, as chairman, and Miss Hilda Muhlhauser, director girls' and women's bureau, State-city labor exchange, Cleveland, Ohio, as secretary.

The paramount idea of the conference throughout seemed to be to get machinery in operation by which the unemployed of the country can be picked up in one place and put into places where labor is needed. Machinery which is big enough to handle the problem in normal times must first be constructed and then developed into an agency which can handle or at least minimize the difficulties in such abnormal times as 1907 and 1914. It was hoped that ultimately the industries can be so charted that it will be known just what the employing power of an industry is in the months of its maximum pay roll and also of its minimum pay roll and be able to know when in any industry the maximum and minimum will occur. It was suggested that the seasonal industries could to some extent be pitted against each other, the off season of one industry being the rush season of another, thus one industry could be brought to take up the other's slack.

The magnitude of the normal unemployment was not ignored. It was brought out that, if we include agriculture, there are, based upon the reports of the Bureau of the Census, something over 3,000,000 people idle in the United States an average of 2 months; 2,500,000, an average of 5 months; 736,000 idle an average of 9½ months, making a general average of 2,177,000 persons idle an average of 12 months in the year in normal times in the United States.

The machinery which the Department of Labor expressed a desire to establish would set itself first to the relief of this normal unemployment by seeking to move men from place to place and from

industry to industry, thus keeping them employed steadily for the year, as far as that is possible.

There are already established State employment offices in 23 States, and these, together with the municipal employment bureaus, make 110 State and municipal employment offices. The machinery suggested would be to work cooperatively through all these and through the immigration officials stationed at all the principal points. Information and possibly ultimate assistance in distribution were tentatively proffered by representatives of the Department of Agriculture, which has an agent in each of the 1,301 counties of the United States. At any rate these agriculture agents could be depended upon to cooperate with the Department of Labor to the extent of acting as signal stations for either jobless men or manless jobs.

Representatives of the Post Office Department, with its 50,000 postmasters, were also present and stated that the Post Office Department, in addition to what it was already doing, was ready to consider the question of instructing all postmasters to act as information agents not only in the distribution of men but also as to the opportunities for work. A representative of the Interior Department signified the willingness of that department to contribute every assistance possible through the Reclamation Service and the General Land Office. This cooperation of the various Federal departments could be arranged for by the Department of Labor itself; but to get the cooperation of the State and city officials it has been deemed necessary to bring them together, harmonize their differences, and effect some plan of cooperation. It was made clear that the Department of Labor realized that the city and State employment offices had their feet on the ground and were in closer touch with the employing manufacturers and also with the unemployed individuals than the Federal officials could ever hope to be. On the other hand, the local city and State officials had to contend with the handicap of local restrictions. The Federal Government in cooperation with city and State officials would give them a larger outlet for the unemployed and a larger intake for the workmen when wanted. It was suggested that the Federal department would be in a measure to the local office what the central Weather Bureau is to the local weather forecaster. It would chart the winds and barometer of employment and unemployment and be able to shift the men from one State to another as their services were needed, returning them to their homes when the industry of that locality was ready to reemploy them.

As stated above, the permanent advisory board was appointed to begin at once the establishment of machinery which will take care of the unemployed in normal times. It was very generally conceded that in abnormal times the industries of the country would be power-

less to take up each other's slack, and that every effort should be brought to bear upon city councils, State legislatures, and the United States Congress so to draft appropriation bills providing for public work that a minimum of work should be done in prosperous times, the appropriations to be stored, as it were, until periods of unemployment in general industry occurred. It would then be possible to have available appropriations to employ large bodies of men on useful public works which had already been planned and provided for.

In closing the discussion on the part of the Federal employment system, Secretary Wilson delivered an address which, besides being an authoritative statement of the department's viewpoint, so compactly expressed the general results and the general conclusions of the conference that it is given in full.

**ADDRESS MADE BY HON. WILLIAM B. WILSON, SECRETARY OF LABOR, AT DEPARTMENT OF LABOR CONFERENCE HELD AT SAN FRANCISCO, CAL., AUGUST 2 TO 6, 1915.**

I want to express my great gratification at the many kind things that have been said concerning myself during this conference. But I am not egotist enough to believe that I am anything more than one of the units in this great movement toward bringing the man and the job together and the man and the land together. A unit who by virtue of the opportunity that has come to him in the official position he occupies may through that official position have more influence than he otherwise would have.

There have been a great many thoughts brought out as a result of the discussions in this conference, some of them that it does not seem to me it would be wise for us to immediately pass upon, to immediately come to a conclusion upon. It is better that when we do come to a conclusion it should be a right conclusion than that we should come to an immediate conclusion.

That there is need for labor exchanges has been commercially demonstrated. The private labor exchanges came into existence because those who engaged in them originally believed that there was a field for a clearing house for labor, and those who followed the original people in that field have found that there is a field for labor exchanges, and they have found it a profitable business.

There might never have been any movement for a municipal labor exchange if it had not been for the fact that private labor exchanges were susceptible to abuse and that they were utilized for purposes that were not legitimate. The suspicion that labor organizations have against all kinds of labor exchanges—whether private or governmental—grows out of the fact that some of the private labor exchanges were used not simply for the purpose of fleecing the workman who is out of employment—and who is therefore least able to stand the fleecing process—but were also utilized for the purpose of furnishing strike breakers, wage breakers, and hour lengtheners to private concerns; and hence the antagonism of labor organizations and the suspicion that any governmental agency may be used for the same purpose. That might possibly be the case in a government where all power emanates from above. But it can not possibly be the case in that kind of a government where all power emanates from below.

I do not care how progressive or how reactionary the administration of a governmental labor distribution agency may be, with the power in the hands of the people to control that agency it can never be used as a strike-breaking or a wage-smashing machine.

In the first place, it is not the proper function of any labor exchange, private or otherwise, to furnish workmen where there is already a sufficient supply of efficient



workmen to fill the positions; and where there is a strike in existence there is no question about there being a sufficient supply of workmen there, and there is no question about their efficiency, because they have been used in the positions in the past. The question is not a question of a sufficient supply of work. It is a question of a disagreement between the employer and the employee as to the conditions under which the workers will toil, and in such a situation as that it is not the function of an agency or labor exchange to furnish more men to complicate the situation. It becomes the duty of a mediation board somewhere to step in and adjust the difficulty so that those who are there may be profitably employed.

The Department of Labor is but a new administrative department of our Government, and in that department there has been from the beginning the nucleus of a Federal labor exchange, used in a small way because the appropriation was not available to make it bigger in the Immigration Service before the Department of Labor came into existence. Since the Department of Labor came into existence we have sought to make its work nation-wide. Not for the purpose of superseding the State agencies in existence, or superseding the municipal agencies in existence, but for the purpose of supplementing those agencies and making their work more effective.

If an organization of that kind was always properly administered, the ideal kind of an organization would be a Federal distribution agency with the branches in each one of the States and in each one of our large industrial centers, all responding to the same central directing head.

But such an organization would be a dangerous organization under some circumstances. Whenever the time arrived that the central directing head was opposed to the line of policy of labor exchanges then your entire machinery of labor exchanges would go out of existence. It is a safer policy to pursue, one that will lead to nearly as good results, to have your municipal labor exchanges, your State labor exchanges, and your Federal labor exchange each under a separate management but cooperating with each other. Then no one individual can destroy the machinery of labor exchange.

After undertaking to establish on a nation-wide basis the Federal labor exchange, we had some experiences which led us to believe that a conference of this kind was advisable in order that we might be able to work out methods of cooperation to the greatest advantage.

Our experience in the wheat fields, where the representatives of the department met the State representatives and formulated methods by which labor could be brought from distant points, gave us the impression that possibly in other parts of the country, in other lines of work, the same kind of cooperation could be inaugurated.

We built up 18 zones with 18 zone centers, and those zone centers were almost invariably located in some municipality.

In some of the municipalities there were municipal labor exchanges, and we found that when we had established those zone centers in a municipality where there was already a labor exchange that instead of centralizing, instead of there being but one governmental clearing house for labor, we had created a condition where there were two governmental clearing houses for labor. And we felt that some method should be devised by which there should be but one governmental clearing house in the same municipality. That was another reason why we felt that a conference of this kind should be held. It has been held. And I think that a great deal of good has come from its being held. I am satisfied that so far as the Federal department is concerned we will be better able to cooperate with the State and municipal branches, knowing their viewpoint, knowing their difficulties, than we would have been able to cooperate with them without knowing those difficulties.

We have some agencies, agencies which have been referred to, which neither the State nor the municipal labor exchanges can utilize. The principal one of these is the franking privilege, which belongs to us as a governmental department and which

can be used by us through the Post Office Department. We are able as a result of that franking privilege to receive a communication from a man who is out of employment and who has no means of buying paper or postage stamps telling us of his needs. We are able by means of that franking privilege to convey that information to those who may need the employment of such workmen without further expense to our department.

It has occurred to me that possibly if in those cities where we have zone centers and municipal agencies exist we could carry on our business under the same roof and under a joint management, that we might be able to give them the advantage of our franking privilege when they operate through our agencies in the same offices.

A municipal agency is to a very great extent limited by the boundary lines of the municipality. It may be that occasionally requests for help needed outside of the city are received, but that would be infrequent, so that its activities are to a large extent limited to the municipality itself. There might be an instance where large numbers of workmen are needed in one city, and where there is a surplus of workmen in another city, and because of the lack of means of communication and because of the jurisdictional limitations the workmen and the jobs could not regularly be brought together. Hence, the need of a State agency. But that also is limited by its territorial jurisdiction. The Federal agency is needed to link these two up; and the one great purpose of this conference is to find a method by which we can link up those three agencies in a manner that will make each of them most effective.

I am concerned with the solution of the problem of unemployment; and I do not believe that the machinery we are endeavoring to build up will completely solve the problem of unemployment. But it will reduce that problem and reduce the number of unemployed to the minimum, and when we have reduced the number of unemployed to the minimum, when we have found all the places that are to be found, and we have filled those places, and there is still a number of unemployed, then we can proceed to a consideration of the causes of that unemployment, and proceed to it unencumbered by the entanglements that otherwise would be around it.

There are some things that we may do in that direction. One of those has been referred to by Commissioner Caminetti, a practical "back to the land" movement.

There has been a surprising growth of our municipalities as compared with our rural communities. That growth comes from a number of causes, first of which is that there are more comforts, more conveniences for the man who is down and out, for the man who is unable to make good anywhere, even upon the streets of our municipalities, than are to be found in some of the homes in our rural communities, with their surroundings.

In the second place, we have a large immigration. It has averaged about a million a year for 10 years back. The alien who comes to our shores is unable to go out upon the land. Even if the land were to be had under our homesteading laws with no original cost to him he would still be unable to go out upon the land. In the first place, he has not the means to acquire the land; in the second place, he has not the means to equip the land; and in the third place, he has not the means to live until he can get a return from the land.

The average man who comes from foreign shores, the average workman in our cities, who has a knowledge of farming can not go out to the land for these reasons. And the same reasons would prevent him from getting credit at any of our banking institutions. Our banking institutions would not be safe; they would not be sound; they would lead us to panic if they were in the habit of granting credit to those who have no security; and so the banking institutions can not furnish relief.

These people, then, are in a position where they must find some kind of employment that will give them speedy and regular, even though meager, returns, and they settle in our cities, in our large industrial centers. They remain there.



There is but one way, it occurs to me, by which that condition can be permanently removed, and that is by finding a way by which those who are familiar with agricultural pursuits may find a credit that will take them out upon the land, equip the land for them, and give them the means of livelihood until there is a return from the land.

We have, as has been stated, received from head tax from immigrants coming into the United States more than \$10,000,000 in excess of the cost of operating the Immigration Service. Now, \$10,000,000 is a mere bagatelle in handling the problem we have before us, but it is an item that can be used as a rotary fund over and over again. It was never intended that that head tax should be a revenue. The tax was levied primarily for the purpose of providing the means of operating the Immigration Service; secondarily, for the purpose of protecting the aliens when they arrived here; but the surplus has grown up. If that surplus can be placed in the hands of the Department of Labor, the Department of Agriculture, the Department of the Interior, to be expended under their joint direction in carrying aliens and others back to the soil, in colonies if possible, where community life can be established and maintained, and some of the difficulties removed that have surrounded our agricultural pursuits, then you are moving toward a solution of the problem.

By taking that ten million and utilizing it, and taking these colonists out upon the land, you can secure or have the land primarily as security; and then, in addition to having the land as security you can take the notes of each of the individual settlers upon those lands. And then in the hands of a colony you can take the indorsement of each of them for all of them or all of them for each of them, and you will find a method of security for your investment; so that the Government advancing the money to purchase the land, advancing the money to equip the land, advancing the means by which the workers and colonists upon the land can live, has the security of the individual who goes upon the land and the security of the community of which he is a part. The money will come back and can be used over and over again.

There is but one serious difficulty, it occurs to me, in connection with carrying out that method of "back to the land" and that is this: That just as soon as the Government begins to carry large numbers of workers back on to the lands, possibly having to purchase the lands at low rates in order to carry out that policy, just as soon as it begins to carry those large numbers back upon the land just that soon the price of land begins to go up, and before very long you have placed yourself in a position where the holders of the land may be able to dictate high prices to the Government when it wants to secure land for settlers.

This can be obviated by pursuing a policy, if it can be pursued—and I have not investigated that phase closely enough to know whether or not it can be pursued under our laws and our form of Government—by pursuing a policy that those lands must first be offered to the Government at a given price, stipulated at the time the sale is made to the individual; and if you do that then you prevent the concentration of those small holdings into large holdings, as has been one of the faults of our homesteading. You keep the price down of large holdings so that speculators are unable to rob the Government.

As I stated, to begin with, the most of the problems we have discussed here during the current week, the most of the thoughts that have been brought out, are of a character that requires us to give careful consideration; and my suggestion to you at this time is to go slow in arriving at any conclusions relative to a policy. Digest what has been said here, and wherever there is adverse criticism that you have been unable to answer one of two things exists: Either you have not given sufficient care to the analysis of the problem you are handling or there is something wrong with your method of handling it. Otherwise you would be able to answer the queries that are propounded. Take time to digest. Go slowly, but go sure. We are building not alone for time but for eternity as well.



## FEDERAL EMPLOYMENT WORK OF THE DEPARTMENT OF LABOR.

In the MONTHLY REVIEW for July, 1915, issued by this Bureau, a résumé of the activities of the Division of Information of the Bureau of Immigration as a national labor exchange is given, covering the period from its organization to April 30, 1915.

Beginning with February, 1915, the Division of Information widened its scope of activities. The work, according to data furnished by the division, is divided into 18 zones. Some of the more important of these are subdivided, and each of these offices is in charge of an immigrant inspector, who receives applications from employers and from those in search of employment and recommends or refers the latter to such vacancies as he thinks suitable and advisable. All the work is rendered without charge. A supply of application blanks for use of either an employer reporting a vacancy or a person making application for work is deposited with every postmaster in the United States. These, when filled out by the applicant, are forwarded by the postmaster under Government frank to the officer in charge of the zone in which the post office is located.

The following table shows the number of applicants for positions and the number of places filled, with the number of applications for position per 100 places filled, February to July, 1915:

TOTAL APPLICATIONS MADE TO THE DIVISION OF INFORMATION OF THE BUREAU OF IMMIGRATION, FEBRUARY TO JULY, 1915, PLACES FILLED, AND NUMBER OF APPLICATIONS PER 100 PLACES FILLED.

Month	Applicants for posi- tions.	Places filled.	Number of appli- cations per 100 places filled.
February.....	19,474	307	6,343.3
March.....	17,780	849	2,094.2
April.....	12,587	1,536	819.5
May.....	12,132	3,565	340.3
June.....	14,448	4,682	308.5
July.....	18,061	6,035	299.3
Total.....	94,482	16,974	556.6

The following table shows results of the activities of the division for the month of July, by distributing offices, totals in the various zones, and total for the entire service:

## STATEMENT OF ACTIVITIES FOR MONTH OF JULY, 1915.

Zone.	Opportunities received.		Applications for employment.		
	Applica- tions for help.	Number of persons applied for.	Applica- tions received.	Number referred to employ- ment.	Number actually employed.
No. 1. Boston, Mass.....	5	200	159	23	23
No. 2. New York, N. Y.....	226	526	1,178	405	313
Buffalo (subbranch), N. Y.....	5	14	69	5	5
Total.....	231	540	1,247	410	318
No. 3. Philadelphia, Pa.....	20	127	408	73	38
Pittsburgh (subbranch), Pa.....	8	12	365	26	17
Total.....	28	139	773	99	55
No. 4. Baltimore, Md.....	32	111	342	65	65
No. 5. Norfolk, Va.....	10	11	57	5	4
No. 6. Jacksonville, Fla.....	2	2	106	2	2
Charleston (subbranch), S. C.....	1	1	50	5	5
Savannah (subbranch), Ga.....	1	1	30		
Birmingham, Ala. (subbranch).....			23		
Mobile, Ala. (subbranch).....			14		
Total.....	4	4	223	7	7
No. 7. New Orleans, La.....	5	287	142	16	1
Subbranches.....			922	18	1
Total.....	5	287	1,064	34	2
No. 8. Galveston, Tex.....	5	17	52	7	7
El Paso, Tex.....	2	22	3	1	1
Albuquerque, N. Mex.....			15	4	4
Total.....	7	39	70	12	12
No. 9. Cleveland, Ohio.....	14	92	181	34	111
No. 10. Chicago, Ill.....	55	3,765	5,705	3,778	3,775
Detroit (subbranch), Mich.....	25	142	982	103	88
Indianapolis, Ind.....	5	24	42	21	24
Sault Ste. Marie, Mich.....			53	53	53
Total.....	85	3,931	6,782	3,958	3,940
No. 11. Minneapolis, Minn.....	60	72	238	72	72
No. 12. St. Louis, Mo.....	20	25	99	14	14
Kansas City (subbranch), Mo.....	35	154	302	66	65
Total.....	55	179	401	80	79
No. 13. Denver, Colo.....	10	10	47	6	3
Salt Lake City (subbranch), Utah.....			3		
Total.....	10	10	50	6	3
No. 14. Helena, Mont.....	1	2	18	2	2
Moscow (subbranch), Mont.....	1	2	10	2	2
Total.....	2	4	28	4	4
No. 15. Seattle, Wash.....	43	156	1,051	153	117
Aberdeen, Wash.....	10	64	242	64	64
Bellingham, Wash.....	14	65	123	65	61
Colfax, Wash.....	94	152	256	140	140
Everett, Wash.....	3	11	45	15	14
North Yakima, Wash.....	155	259	312	259	259
Spokane, Wash.....	20	119	179	84	81
Sumner, Wash.....	45	256	260	256	256
Tacoma (subbranch), Wash.....	33	111	190	111	98
Walla Walla (subbranch), Wash.....	17	41	321	41	41
Total.....	434	1,234	2,982	1,188	1,131

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## STATEMENT OF ACTIVITIES FOR MONTH OF JULY, 1915—Concluded.

Zone.	Opportunities received.		Applications for employment.		
	Applica- tions for help.	Number of persons applied for.	Applica- tions received.	Number referred to employ- ment.	Number actually employed.
No. 16. Portland, Oreg.....	15	1,500	1,786	136	136
No. 17. San Francisco, Cal.....	78	137	608	103	73
Sacramento, Cal.....			4		
Fresno, Cal.....	1	1	1	1	1
Eureka, Cal.....			21		
Total.....	79	138	634	104	74
No. 18. Los Angeles, Cal.....			575		
San Diego, Cal.....	84	174	463	123	99
Tucson, Ariz.....			6		
Total.....	84	174	1,044	123	99
Grand total for all zones.....	1,160	8,665	18,061	6,360	6,035

## CONCILIATION WORK OF THE DEPARTMENT OF LABOR, JULY 1 TO SEPTEMBER 15, 1915.

Under the authority contained in the organic act of the department to mediate in labor disputes and to appoint commissioners of conciliation in his discretion, the Secretary of Labor, through the commissioners of conciliation, exercised his good offices in 15 labor disputes between July 1 and September 15, 1915. On September 15 negotiations were still pending in 6 of the disputes and in several others only preliminary reports of the results were available, so that the total number of men affected directly and indirectly can be stated in only a portion of the controversies. The employees involved in the controversies, the numbers affected, and the results secured, so far as the facts are available, are shown in the following statement:



NUMBER OF LABOR DISPUTES HANDLED BY THE DEPARTMENT OF LABOR  
THROUGH ITS COMMISSIONERS OF CONCILIATION, JULY 1 TO SEPT. 15, 1915.

Name and locality.	Number of men affected.		Result.
	Directly.	Indirectly.	
Coal & Coke R. R. shopmen.....	181	.....	Amicable adjustment.
Strike of pattern makers, Lake Torpedo Boat Co., Bridgeport, Conn.....	16	508	Do.
Strike at Becker Milling Machine Plant, Boston, Mass.....	.....	.....	Unable to adjust.
Strike at Keystone Spinning Mills, Philadelphia, Pa.....	200	.....	Amicable adjustment.
Controversy at plant of General Process Dye Works, Philadelphia, Pa.....	.....	.....	Do.
Strike, Colts Fire Arms Co., Hartford, Conn.....	.....	.....	Pending.
Controversy at textile mills of O'Keefe Bros., Philadelphia, Pa.....	.....	.....	Do.
Controversy at mills of John Bromley & Son, Philadelphia, Pa.....	.....	.....	Do.
Controversy at Penn Mills, Norristown, Pa.....	7,000	.....	Do.
Strike at Capewell Horse Nail Co., Hartford, Conn. (reopened).....	50	300	Do.
Plumbers' strike at Salem, Mass.....	147	1,800	Amicable adjustment.
Strike of railway employees, Rhode Island Street Ry. Co., Providence, R. I.....	2,000	.....	Settled. (See note.)
Southeastern coal miners.....	3,000	.....	Satisfactorily disposed of.
Standard Oil Co., Bayonne, N. J.....	8,500	1,500	Amicable adjustment.
Strike at Spinks Textile Mills, Philadelphia, Pa.....	.....	.....	Pending.

NOTE.—Upon application, the department appointed two commissioners of conciliation, and directed them to proceed to Providence, but upon arrival at that place they ascertained that the street railway strike had been called off and the men were ready to return to work.

MOVEMENT FOR REDUCTION OF HOURS OF LABOR IN THE  
MACHINE TRADES.

A movement for the reduction of hours of labor, notable for its rapid progress, is that which has taken place in the machine trades within the last few months. It has chiefly affected the firms having contracts for the making of war munitions, though not exclusively restricted to such establishments. The demands for reduced hours have usually come from the machinists, although other occupations have joined, and in most establishments all employees have received the benefits which have been granted to the machinists. Reduced hours of labor have in all cases been effected with no reduction in weekly wage and in many cases with increased wages.

A partial list of the firms which have established the 8-hour day within the past two months has been furnished the bureau by the International Association of Machinists. The following firms have established an 8-hour day, these in most cases involving a reduction of 7 hours in the working week. These changes, it should be stated, were made without a strike except in five firms.

**Ansonia, Conn.**

O. K. Tool Holder Co.

**Bridgeport, Conn.**

American-British Manufacturing Co.

Batcheller Corset Co.

Bridgeport Body Co.

Bridgeport Brass Co.

Bridgeport Metal Goods Co.

Bryant Electric Co.

Bullard Machine Co.

Burns &amp; Bassick Co.

Crawford Laundry.

Electric Cable Co.

Grant Manufacturing Co.

Harris Engineering Co.

Harvey Hubble Co.

Hawthorne Co.

International Silver Co.

Locomobile Company of America.

Remington Arms Co.

Remington-Union Metallic Cartridge Co.

Sprague Motor Co.

Standard Manufacturing Co.

Warner Corset Co.

Wolverine Motor Co.

**Chicago, Ill.**

Automatic Electric Co.

The following firms have established a 54-hour week, reducing hours from 55, 58, and in some cases 60 per week:

**Springfield, Mass.**

Hendee Motorcycle Co.

**Taunton, Mass.**

Bell &amp; Dyer Co.

Evans Machine &amp; Stamping Co.

Lincoln &amp; Williams Twist Drill Co.

Vans Machine &amp; Stamping Co.

**Plainfield, N. J.**

Bosch Magneto Co.

Pond Machine Tool Co.

Potter Press Co.

Sauer Motor Truck Co.

Scott Printing Press Co.

Vitaphone Co.

Hall Printing Press Co.

**Raleigh, N. C.**

Raleigh Iron Works.

**Springfield, Mass.**

Bosch Magneto Co.

Westinghouse Co.

**Taunton, Mass.**

Call &amp; Carr Co.

Mason Machine Co.

Miehle Printing Press Co.

**Toledo, Ohio.**

Bunting Brass &amp; Bronze Co.

Toledo Machine &amp; Tool Co.

Willys-Overland Car Co.

Du Pont Powder Works of Wilmington,  
Del., and other points.

**Toledo, Ohio.**

Acklyn Stamping Co.

Advance Machine Co.

Toledo Electro Plating Co.

**Derby, Conn.**

Dairy Machine Co.

## MINIMUM WAGE RATE BASED ON COST OF LIVING FOR UNSKILLED LABORERS OF NEW YORK CITY.

The bureau of standards of New York City has recently recommended to the committee on salaries and grades of the board of estimate and apportionment a schedule of salaries for sweepers in the street cleaning department of from \$720 to \$840 a year, with increases of \$24 after not less than one year in the service. This is the result of a study of the cost of living in New York City and of the rates of wages for unskilled labor prevailing in New York and other cities and in private employment, a study made for the purpose of determining the proper wage for unskilled laborers. The bureau reached the conclusion that it is impossible for an unskilled laborer's family of

five, consisting of husband, wife, and three children under 14 years of age, to live in New York City on less than \$840 a year and maintain a standard of living consistent with American ideas. The bureau, in fixing the minimum salary at \$720 instead of \$840, proceeded on the theory that because of the age at which sweepers usually enter the service they have at the beginning little or no family responsibility.

The almost uniform rate of \$2.50 a day which the city of New York has paid for some years to unskilled laborers has not been based in any way upon minimum-wage principles or upon studies of the cost of living, although these elements have entered indirectly into the willingness of the laborer to accept the prevailing rate. The action of the bureau in recommending this new schedule is due to the belief, however, that employees should be paid salaries or wages which bear a proper relation to the cost of living for unskilled laborers in the city of New York.

The present report covers 57 pages, all but 16 of which are appendixes giving sources of information and presenting typical family budgets, together with summaries of several studies which have been made of the cost of living for laborers in New York City.

Considerable data presented in the report were taken from literature prepared by authorities on the standard of living, with special reference to New York City. However, many suggestions, facts, criticisms, and much valuable assistance were obtained personally and by correspondence from different authorities, from public and private organizations and commissions, and from 20 members of the uniformed force of the department of street cleaning. From a careful study of these sources of information and following closely the average indicated by the 20 laborers, the bureau reached the conclusion that a salary of \$840 is the minimum necessary properly to support or maintain a family of five. This is apportioned as follows:

Housing.....	\$168. 00
Car fare.....	30. 30
Food.....	380. 00
Clothing.....	104. 00
Fuel and light.....	42. 00
Health.....	20. 00
Insurance.....	22. 88
Sundries:	
Papers and other reading matter.....	\$5. 00
Recreation.....	40. 00
Furniture, utensils, fixtures, moving expenses.....	18. 00
Church dues.....	5. 00
Incidentals.....	5. 00
	<hr/> 73. 00
Total.....	<hr/> 840. 18



A family of five people needs at least four rooms, which is slightly above the accepted standard of "one and one-half persons to a room," and rents in the tenement districts of New York average \$4 per room per person. The amount given in the table is based upon one and one-fourth persons to a room. Car fare is based upon 10 cents a day for 303 working days. In arriving at the expenditure necessary to provide wholesome and nourishing food in considerable quantities, various places where unskilled laborers would naturally purchase food, such as municipal markets, push carts, cooperative stores and neighborhood groceries, were visited, with the result that \$7.30 per week was established as the minimum. The clothing estimate was determined in the same manner. The fuel and light estimate is based upon facts submitted by the Consolidated Gas Co. and by public and private relief organizations. In estimating health expenditures no original investigation was made, but it has been demonstrated that the average expenditure resulting from illness and death in workmen's budgets is \$27 per annum, and the bureau adopted \$20 as a fair average, based upon the fact that there are more facilities for conserving health in New York City than elsewhere. Insurance was found to be an almost universal item in the budgets of workmen's families, and the estimate of \$22.88 is based upon the assumption that the head of the family should be insured for \$500, the wife for \$100, and each child for the smallest amount of insurance that can be obtained. The amount allowed for recreation, reading, church, and other incidentals is thought to be sufficient to enable the family to maintain a happy and self-respecting existence.

The following table is a summary of the family budgets obtained from members of the uniformed force of the street-cleaning department. It will be noted that in several cases the expenditures do not check against income. Inasmuch as some of the data were obtained by letter, it is probably not surprising if a few of these laborers, not being subjected to examination by an interviewer, should make somewhat inaccurate statements of facts as to their expenditures. Moreover, the average person does not keep an itemized account of expenses and would, therefore, find it difficult to give absolutely reliable information. In general, men of various nationalities with families of five (three children under 14 years) are included.

## STATEMENT OF LIVING EXPENSES FURNISHED BY 20 MEN EMPLOYED IN THE NEW YORK CITY STREET CLEANING DEPARTMENT.

Title of position.	Total income. <sup>1</sup>	Rent.	Car-fare.	Food.	Clothing.	Fuel and light.	Health.	Insurance.	Amusements.	House furnishings.	Total expenditure.
Sweeper.....	\$776.60	\$192.00	\$15.15	\$520.00	\$220.87	\$50.00	\$53.00	\$69.24	\$6.00	\$32.70	\$1,158.96
Do.....	1,172.60	132.00	56.30	428.48	388.37	48.30	30.00	14.00	25.50	51.00	1,173.95
Do.....	888.60	264.00	10.40	340.98	204.65	34.50	20.00	.....	.....	13.10	886.73
Do.....	756.60	144.00	18.20	456.00	146.90	45.48	15.00	51.00	2.00	10.00	<sup>2</sup> 966.58
Do.....	756.60	174.00	46.80	429.00	224.99	27.00	20.00	12.00	.....	12.00	945.79
Do.....	1,116.60	144.00	31.20	416.00	231.08	52.00	40.00	.....	12.00	50.00	976.28
Do.....	756.60	144.00	30.30	546.00	245.50	44.75	10.00	32.40	.....	15.00	1,067.95
Do.....	851.60	200.00	15.60	479.96	120.72	58.27	13.75	27.60	2.00	16.45	934.35
Do.....	756.60	156.00	15.60	468.00	223.55	104.25	27.00	46.00	10.40	25.00	1,075.80
Driver.....	776.00	156.00	15.60	463.84	120.14	63.80	3.00	33.20	.....	.....	855.58
Do.....	776.00	190.00	62.40	488.80	317.00	50.00	20.00	22.40	10.00	50.00	1,210.60
Do.....	951.52	162.00	.....	546.00	244.10	77.30	.....	73.80	.....	5.00	1,108.30
Do.....	776.00	156.00	.....	403.00	85.00	42.96	25.00	49.00	12.00	25.00	797.96
Do.....	791.52	126.00	45.90	502.70	233.37	40.80	30.00	8.00	21.00	15.00	1,022.77
Do.....	814.80	204.00	2.40	520.00	229.25	66.30	75.00	41.00	.....	11.40	<sup>3</sup> 1,159.35
Do.....	791.52	180.00	.....	520.00	233.55	43.90	23.00	12.00	.....	30.00	1,042.45
Do.....	814.80	180.00	.....	587.60	250.90	84.90	9.00	19.00	.....	40.00	<sup>4</sup> 1,171.40
Do.....	776.00	180.00	30.30	616.06	183.96	75.40	25.00	35.80	2.00	10.00	<sup>4</sup> 1,176.72
Stableman.....	756.60	120.00	36.40	442.00	160.30	40.00	15.00	36.40	20.00	22.50	892.60
Assistant stable foreman.....	982.92	228.00	67.60	438.36	137.00	29.80	2.00	77.08	5.00	10.00	994.84
Average.....	841.01	171.60 <sup>5</sup>	31.26	480.50	210.06	53.98	<sup>6</sup> 23.46 <sup>5</sup>	<sup>5</sup> 36.66	<sup>6</sup> 10.66 <sup>5</sup>	<sup>5</sup> 23.37	71,030.94

<sup>1</sup> Each of six men reported sources of income aside from salary received.<sup>2</sup> This is taken from the report; the correct sum of the items is \$888.58.<sup>3</sup> This is taken from the report; the correct sum of the items is \$1,149.35.<sup>4</sup> This is taken from the report; the correct sum of the items is \$1,158.52.<sup>5</sup> This is the average of those actually reporting an expenditure.<sup>6</sup> This is taken from the report, but is not a correct average of those actually reporting. The amount should be \$23.98.<sup>7</sup> This is taken from the report; the correct average is \$1,025.62. This, however, is not the sum of the averages, since those for rent, food, clothing, and fuel and light are based upon 20 men who reported, while the others are based upon the number actually reporting an expenditure for each specific purpose.

In this connection the report quotes the conclusions of two economists concerning the minimum expenditure of a typical unskilled laborer's family of five persons in New York City. Prof. Howard B. Woolston, member of the State factory investigating commission, states as a general opinion that "a single man requires at least \$1 per day to live. Upon marriage this budget of \$365 is necessarily increased by \$200. With each child \$100 should be added." Prof. Walter E. Clark, head of the economics department of the College of the City of New York, says that "\$800 is the minimum upon which a family of five persons (three children under 14 years) can maintain a decent standard of living in New York City. To provide for any legitimate luxuries, or careful savings, \$1,000 per year would be absolutely necessary."

## RECENT IMPORTANT COLLECTIVE AGREEMENTS.

Some of the collective agreements recently signed are of unusual importance as involving large numbers of employees, or as settling seriously disputed questions, or as bringing under the terms of agreements employees which heretofore have had no agreements. Three

such agreements are given in full in the following pages. These are the agreements of the employees of the Chicago street railway surface lines, of the Chicago carpenters, and of the longshoremen of Greater New York and vicinity.

The first of these agreements, that of the Chicago street railway employees, is the result of certain demands on the part of the employees which were resisted by the companies and finally referred to an arbitration board which determined the terms which were written into the agreement. The agreement, while as of June 1, 1915, incorporates all the details of the arbitration award which was handed down July 16, 1915. The scale of wages prior to the award and the scale as determined by the award are shown in the following statement:

## FIRST YEAR OF CONTRACT.

	Old scale. Cents.	New scale. Cents.
First-year men:		
First three months.....	23	26
Second three months.....	25	28
Second six months.....	26	29
Second-year men:		
First six months.....	27	31
Second six months.....	28	31
Third-year men.....	29	32
Fourth-year men.....	30	33
Fifth-year men.....	31	35

## SECOND YEAR OF CONTRACT.

First-year men:		
First three months.....	23	27
Second three months.....	25	29
Second six months.....	26	30
Second-year men:		
First six months.....	27	32
Second six months.....	28	32
Third-year men.....	29	33
Fourth-year men.....	30	34
Fifth-year men.....	31	36
Snow-plow and sweeper men.....	36	36

	Month.
Car-repair foremen (day).....	\$125
Car-repair foremen (night).....	110
Receivers.....	105
Tunnel and bridge men.....	75
Flag and crossing men.....	65

Mechanics in west-side shops not under union contract will get a 3-cent-an-hour increase.

The text of the three agreements follows:



MEMORANDUM OF AGREEMENT BY AND BETWEEN THE CHICAGO SURFACE LINES  
AND DIVISION 241 OF THE AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC  
RAILWAY EMPLOYEES OF AMERICA.

This agreement, made in duplicate, as of the first day of June, 1915, between the  
Chicago Surface Lines, representing the  
Chicago City Railway Co.,  
Chicago Railways Co.,  
The Southern Street Railway Co.,  
Calumet & South Chicago Railway Co.

(hereinafter for convenience called the company), party of the first part, and Division  
241 of the Amalgamated Association of Street and Electric Railway Employees of  
America, of Chicago, Ill. (hereinafter for convenience called the association),  
party of the second part, witnesseth:

SECTION 1. The purpose of this agreement is to provide the best and most satisfactory service to the public, to provide the best possible working conditions for the men, at the same time having due regard to the economical operation of the company's cars.

SEC. 2. The company fully recognizes the association as provided in this agreement, and will not directly or indirectly interfere with or prevent the joining of the association by any men employed by the company, and it will be entirely satisfactory to the company if they should so join. The company will neither discharge nor discriminate against any employee because of his connection with the association.

The association agrees that it will not in any way interfere with or limit the right of the company to discharge or discipline its employees, where sufficient cause can be shown, except for membership in the association.

SEC. 3. It is hereby agreed that the properly accredited officers of the company shall meet and treat with the properly accredited officers of the association, on all questions and grievances that may arise in the future, and should there be any that can not be amicably adjusted between the properly accredited officers of the company and the properly accredited officers of the association, same shall be submitted to a temporary board of arbitration, to be selected in the following manner:

One arbitrator shall be chosen by the company and one by the representatives of the association. The two arbitrators so chosen shall endeavor to meet daily to select the third, and the three arbitrators so chosen shall then likewise endeavor to meet daily for the purpose of adjusting said grievances, and the decision of a majority of said board submitted in writing to the company and the association shall be binding upon both parties.

In the event of the failure of either party to appoint its arbitrator within six (6) days after arbitration is decided upon, the party so failing shall forfeit its case.

Each party shall bear the expense of its own arbitration, and the expense of the third arbitrator shall be borne equally by the parties hereto.

SEC. 4. The company shall endeavor at all times to maintain an adequate and proper extra list.

SEC. 5. The company agrees that any employee who upon investigation is found to have been discharged or suspended unjustly shall be reinstated and reimbursed for all time lost from such discharge or suspension.

SEC. 6. The company agrees that the officers of the association shall be granted leave of absence on organization business, when so requested. It further agrees that any member of this association who now holds office or shall be elected to any office in said association which requires his absence from the company's employ shall, upon his retirement from said office, be placed in his former position.

The company shall place in the office of each depot of their respective lines an open book, in which the men can register the particular day or days on which they want to get off, and the men so registered first for any particular day or days shall have the preference. It is agreed, however, that officers and committees of the association shall be entitled to get off in preference to others when doing business for the association. Said book shall be dated five (5) days ahead, with the understanding that the privilege is not to be abused by either party.

SEC. 7. Car repairers, motor repairers, inspectors, dopers, terminal men, car cleaners, car placers, body repairers, and janitors shall have the right to be absent from duty every other Sunday, provided those who desire to exercise this right shall register such desire three (3) days before the particular Sunday so desired in open books to be kept by the company for this purpose in the various car barns; and the company shall not require any such employee so registered to work on any Sunday so registered.

In all cases when men are laid off to reduce the force they shall be laid off according to seniority primarily, but consideration may be given to their capacity and fitness, and when men are put on they shall be reinstated according to their seniority standing at the time they were laid off, giving weight to the same consideration.

Trainmen shall be allowed to pick runs quarterly, so as to become effective on the 1st day of January, April, July, and October, and all tables shall be posted not less than two (2) days before the quarterly picking term, or any special picking, except in any emergency picking, in which case the tables shall be posted so as to give the men as much time as is practicable before picking runs.

When men report to their regular stations and are then required to report to a station other than the station at which they are regularly employed they shall be paid for time going to and returning from such other station, and, if not receiving work at such other station, they shall be paid for an eight (8) hour day, which shall include the time in going from and returning to their regular station.

The wage scale hereinafter established shall not operate to reduce the wages or change the conditions of any employee of the company not mentioned or expressly provided for herein below the rate now paid to such employee for the class of work performed by such employee.

All trainmen shall be paid their regular scheduled runs and shall not lose any time on account of shortage of cars, breakdowns, etc., or any condition over which they have no control.

SEC. 8. The hours of service of trainmen shall be on a basis of a maximum of eleven (11) hours and a minimum of nine (9) hours, (except Sundays); it being understood that all runs shall be made as near ten (10) hours as possible; the company shall not operate any runs of less than nine (9) hours, and in case any such runs shall be less than nine (9) hours, the company shall pay nine (9) hours time therefor. This, however, shall not apply to baseball extras, special trolley parties, church extras, or to emergency trips.

All week-day runs shall be scheduled for completion within sixteen (16) consecutive hours. Within one year from the date of the signing of this agreement, the straight runs shall constitute not less than forty (40) per cent of all runs, and within said year, not less than eighty (80) per cent of all runs shall be scheduled for completion within fourteen (14) consecutive hours. The company will earnestly endeavor during the life of this agreement, to decrease still further the consecutive hours for the runs above mentioned.

The company shall have the right to fix the number of cars running at all hours, and the length of time they shall be on the street, endeavoring at all times to make the work as agreeable to the men as will be consistent with the foregoing.

The company agrees that men held for baseball extras, special trolley parties and church extras shall be paid from reporting time until relieved from duty. When



regular men are detailed for any of the above work and thereby lose their regular day's work, they shall receive their scheduled day's pay therefor.

All runs on Sunday shall be straight time and shall be paid for actual time only, and shall not exceed nine (9) hours.

Trainmen shall be allowed a fall-back for meals on an average of twenty-five (25) minutes. Fall-backs shall be provided on all streets where terminal facilities permit. Where terminal facilities do not permit a fall-back, the men shall be allowed a relief for meals, and shall be paid therefor up to, but not exceeding thirty (30) minutes, it being understood that no runs shall work more than seven (7) consecutive hours without a fall-back or relief for meals.

Trainmen will be required to make extra trips after completion of the day's work only in extreme emergencies and while on such trips shall be paid therefor at the regular rate.

All trainmen shall be allowed ten (10) minutes when commencing the day's work, ten (10) minutes for the second pull-out, and seven (7) minutes after finishing the day's run, for preparing themselves and their cars, making reports or performing such other duties as may be required by the company in the preparation for, or the completion of the day's work.

Ten (10) hours per day, except as hereinafter stated, shall constitute a day's work for all employees mentioned in this agreement, outside of the train service, and all overtime shall be paid for at the regular rate.

(The finding of the arbitrators is as follows: The existing system now in force in regard to "hours of service on Saturdays, Sundays, and holidays, for employees other than trainmen," shall be continued, except as herein changed or modified.)

SEC. 9. The company agrees to pay the following wage scales:

(1) During the life of this agreement all trainmen now and hereafter in the service of the company shall be paid in accordance with the following wage scale:

During the first year (beginning June 1, 1915,) of this award and this agreement as follows:

During the first three (3) months of service at the rate of twenty-six (26) cents per hour.

During the second three (3) months of service at the rate of twenty-eight (28) cents per hour.

During the second six months service at the rate of twenty-nine (29) cents per hour.

During the second year of service at the rate of thirty-one (31) cents per hour.

During the third year of service at the rate of thirty-two (32) cents per hour.

During the fourth year of service, at the rate of thirty-three (33) cents per hour.

During the fifth year of service, and thereafter, at the rate of thirty-five (35) cents per hour.

During the second year of the time of this award, and the contract, all trainmen now and hereafter in the service of the company shall be paid in accordance with the following wage scale:

During the first three (3) months of service, at the rate of twenty-seven (27) cents per hour.

During the second three (3) months of their service, at the rate of twenty-nine (29) cents per hour.

During the second six (6) months of their service, at the rate of thirty (30) cents per hour.

During the second year of their service, at the rate of thirty-two (32) cents per hour.

During the third year of their service, at the rate of thirty-three (33) cents per hour.

During the fourth year of their service, at the rate of thirty-four (34) cents per hour.

During the fifth year of their service, and thereafter, at the rate of thirty-six (36) cents per hour.

(2) Motormen on sprinkler, cinder, supply, or other cars shall, during the first year of this contract, be paid at the rate of thirty-one (31) cents per hour.



During the second year of this contract they shall be paid at the rate of thirty-two (32) cents per hour.

(3) Trolley boys or conductors on sprinkler, cinder, supply, mail or other cars shall be paid at rate of two dollars and thirty cents (\$2.30) per day.

(4) All men working on snow plows and on snow sweepers and track sweepers shall be paid at the rate of thirty-six (36) cents per hour. Any regular man detailed for the above work who loses his scheduled day's work shall be paid not less than what his regular run calls for.

Trainmen shall be paid for actual time in making out accident reports, and shall receive twenty-five (25) cents per day additional while instructing students.

(5) Wages of day foremen of car repairers shall be at the rate of one hundred and twenty-five dollars (\$125) per month.

Night foremen of car repairers shall receive one hundred and ten dollars (\$110) per month.

(6) Receivers shall be paid one hundred and five dollars (\$105) per month.

(7) Tunnel and bridge men shall be paid seventy-five dollars (\$75) per month.

(8) Flag and crossing men shall be paid sixty-five dollars (\$65) per month.

(9) All mechanics employed in the West Side shops not covered by contracts with other unions shall receive an increase of pay amounting to three (3) cents per hour.

(10) Watchmen employed in the West Side shops shall be paid at the rate of sixty-five dollars (\$65) per month. Conditions as to working hours of the particular watchmen affected by this provision are to remain the same.

During the life of this agreement the following employees shall be paid in accordance with the following wage scales.

(1) Car repairers, motor repairers, inspectors, dopers, and body repairers during their first year of service shall be paid at the rate of two dollars and forty cents (\$2.40) per day; during their second year of service, at the rate of two dollars and seventy cents (\$2.70) per day; and during their third year of service, and thereafter, at the rate of three dollars (\$3) per day.

(2) Car placers during their first year of service shall be paid at the rate of two dollars and forty cents (\$2.40) per day, and thereafter at the rate of two dollars and seventy-five cents (\$2.75) per day.

(3) Car cleaners, janitors, terminal men, car washers, grademen, switchmen, switch tenders, switch cleaners, groom men, watchmen, and other men working around stations shall be paid during the first year of service at the rate of two dollars and ten cents (\$2.10) per day, and thereafter at the rate of two dollars and forty cents (\$2.40) per day.

Men operating night cars shall receive three dollars (\$3) per night for eight (8) hours or less. All-night car runs shall be straight and not more than eight (8) hours. Night-car wages and schedules shall become effective not later than January 1, 1916.

SEC. 10. This agreement shall take effect as of the 1st day of June, A. D. 1915, and shall remain in force until the 1st day of June, A. D. 1917.

AGREEMENT AND WORKING RULES BETWEEN THE CARPENTER CONTRACTORS' ASSOCIATION OF CHICAGO AND THE CARPENTERS' DISTRICT COUNCIL OF CHICAGO, COOK COUNTY AND VICINITY, IN EFFECT JULY 10, 1915, TO MAY 31, 1918.

#### PREAMBLE.

We, the members of the Carpenter Contractors' Association of Chicago, and the members of the Carpenters' District Council of Chicago, Cook County and vicinity, for the purpose of lawfully promoting our mutual interests and in order to maintain our present peaceful, just, and equitable relations, and in the future to promote and better the conditions in the carpenter trade and the building industry in general, do in good faith, through our officers, enter into the following agreement:

1. This agreement, made this tenth day of July, 1915, by and between the Carpenter Contractors' Association of Chicago, party of the first part, and the Carpenters' District Council of Chicago, Cook County and vicinity, party of the second part, for the purpose of preventing strikes and lockouts and facilitating a peaceful adjustment of all grievances and disputes which may from time to time arise between the employers and employees in this trade:

2. *Witnesseth.*—That both parties hereby agree that there shall be no strikes, lockouts, or stoppage of work without the sanction of the joint conference board, of which parties hereto are members, and that they will by all lawful means compel their members to comply with the arbitration agreement and working rules as jointly agreed upon and adopted, and that where a member or members, affiliated with either of the two parties to this agreement, refuse to do so, they shall be suspended from membership in the association or union to which they belong.

It is understood that in all buildings or jobs under construction, alterations, and repairs, no member of the second part shall be deprived of his right as an individual to refuse to work in immediate conjunction with any one in his own trade on any construction work which is not proceeding in accordance with the terms of the joint arbitration agreement and working rules mutually agreed on in the trade, and with the terms of the joint agreement in force between the Building Construction Employers' Association and the Chicago Building Trades Council.

3. *Principles upon which this agreement is based.*—Both parties hereto this day hereby adopt the following principles as an absolute basis for their joint agreement and working rules, and to govern the action of the joint arbitration board as hereinafter provided for:

1. That there shall be no limitations as to the amount of work a man shall perform during his working-day.
2. That there shall be no restriction of the use of machinery or tools.
3. That there shall be no restriction of the use of any manufactured material except prison made.
4. That no person shall have the right to interfere with workmen during working hours.
5. That the use of apprentices shall not be prohibited.
6. That the foreman shall be the agent of the employer.
7. That workmen are at liberty to work for whomsoever they see fit, but they shall demand and receive the wages agreed upon by the joint board in this trade under all circumstances.

8. That employers are at liberty to employ and discharge whomsoever they see fit.

4. *Arbitration board.*—Both parties hereto agree that they will at their annual election each year select an arbitration committee to serve for one year, or until their successors are selected and qualified. In case of death, expulsion, removal, or disqualification of a member or members of the arbitration committee, such vacancy shall be filled by the association or union at its next regular meeting, party of the first part being conceded the right to elect members of the committee in accordance with the constitution of their association.

5. *Number of members.*—The arbitration committee for each of the two parties hereto shall consist of five (5) members, who shall, within thirty days after the completion and signing of this agreement, meet and form the joint arbitration board by electing a president, secretary, treasurer, and umpire, and thereafter meet not later than the third Monday of January in each year in joint session when they shall organize a joint arbitration board for the ensuing year.

6. *Qualification of members of the arbitration board.*—No member who is not engaged in the trade, or holds a public office, either elective or appointive, under the municipal, county, State, or National Government, shall be eligible to act as the representative in this trade joint arbitration board; and any member shall become disqualified



to act as a member of this trade joint arbitration board and cease to be a member thereof immediately upon his election or appointment to any public office of employment. This clause, however, may be waived by unanimous consent of the joint arbitration board.

7. *Umpire*.—An umpire shall be selected who is in no wise affiliated with this trade. In the event of any umpire for any reason being unable to serve, any unsettled dispute within the jurisdiction of this agreement shall be settled by the joint conference board and its decision shall be final and binding upon all parties to this agreement.

8. *Joint conference board*.—Both parties to this agreement hereby agree to recognize and abide by the decisions of the joint conference board created under the terms of the joint agreement between the Building Construction Employers' Association and the Chicago Building Trades Council of which the parties to this agreement are members. Should a dispute arise between either party to this agreement and any other body of employers or employees and the parties in controversy are unable to adjust the same, said dispute will at once be taken up and decided by the joint conference board.

9. *Power of board*.—The joint arbitration board shall have full power to enforce this agreement entered into between the parties hereto and to make and enforce all lawful working rules governing both parties. No strikes or lockouts shall be resorted to pending the decision of the joint arbitration board or the joint conference board.

10. *Time of meeting*.—The joint arbitration board shall meet upon seventy-two hours' notice to transact business, upon written request of either party hereto, unless otherwise provided for in this agreement.

11. *Rules of procedure*.—When a dispute or grievance arises between a journeyman and his employer (parties hereto) the question at issue shall be submitted in writing to the presidents of the two organizations, and upon their failure to meet within forty-eight hours and agree and settle it, or if one party to the dispute is dissatisfied with their decision it shall then be submitted to the joint arbitration board at their next meeting. They shall hear the evidence and decide in accordance therewith. All verdicts shall be decided by majority vote, by secret ballot, be rendered in writing, and be final and binding upon both parties. If the joint arbitration board is unable to agree, the umpire shall be requested to sit with them, and, after he has heard the evidence, cast the deciding vote. In the event of any dispute or grievance arising between the officers, business agents, or individual members of the party of the second part and their employers, party of the first part, or their officials or individual members for any cause whatsoever, there shall be no cessation or abandonment of the work on the part of either party to this agreement or any of their members, individually or collectively, but such grievance or dispute shall be settled as provided for in articles 2, 8, and 11 of this agreement.

12. *Power to summon members*.—The joint arbitration board has the right to summon any member or members affiliated with either party hereto against whom complaint is lodged for breaking this joint arbitration agreement or working rules, and also to appear as witness. The summons shall be handed to the president or secretary of the association or union to which the member belongs, and he shall cause the member or members to be notified to appear before the joint arbitration board on the date set. Failure to appear when notified, except (in the opinion of the board) valid excuse is given, shall subject a member to a fine of twenty-five dollars for the first default, fifty dollars for the second, and suspension for the third.

13. *Salary*.—The salary of a representative of the joint arbitration board shall be paid by the association or union he represents.

14. *Stopping of work and penalties*.—No member or members affiliated with second party shall leave his or their work because nonunion men in some other line than that of building construction work are employed on the building or job or because nonunion men in any line of work or trade are employed (except on building construction



work) on any other building or job, or stop, or cause to be stopped, any work under construction for any member or members affiliated with the first party except as provided in this agreement, under penalty of a fine of not less than twenty-five dollars. Any member or members affiliated with the first party, except as provided in any part of this agreement or the working rules established by the joint arbitration board, shall be subject to a fine of from ten to two hundred dollars, which fine shall be collected by the president of the association or union to which the offending member or members belong, and by him paid to the treasurer of the joint arbitration board not later than thirty days after the date of levying of the fine.

15. *Collection of penalties and suspension.*—If the fine is not paid by the offender or offenders, it shall be paid out of the treasury of the association or union of which the offender or offenders were members at the time the fine was levied against him or them, and within sixty days from date of levying same, or in lieu thereof the association or union to which he or they belong shall suspend the offender or offenders and officially certify such suspension to the joint arbitration board within sixty days from the time of fining, and the joint arbitration board shall cause a suspension decree to be read by the president of both the association and the union at their next regular meeting. No one who has been suspended from the membership in the association or union for neglect or refusal to abide by the decision of the joint arbitration board can again be admitted to membership except by paying his fine or by unanimous consent of the joint arbitration board. All fines assessed by the joint arbitration board and collected during the year shall be distributed as provided for in article 14 of the working rules.

16. *Abandonment of work.*—The abandonment of work by the individual members of the party of the second part, either separately or collectively, by concerted or separate action, on any building or buildings, being constructed by or for any member or party of the first part, will be considered a breach of this agreement, unless the party of the second part, upon demand, furnishes within twenty-four (24) hours an equal number of competent men for such work.

17. *Scarcity of help.*—If after forty-eight hours' notice to the party of the second part they are unable to furnish to all members of parties of the first part a required number of mechanics, then the party of the first part shall be entitled to procure and employ the men required. Such men shall be affiliated with the international union of whom the party of the second part is a part and shall be amenable to the rules and regulations of the local union of the party of the second part.

18. *Quorum.*—Two-thirds of the members present (but not less than two of any one party) shall constitute a quorum in the joint arbitration board, but the chairman of each of the two arbitration committees shall have the right to cast a vote in the joint arbitration board for any absent member of his committee.

19. *Foreman.*—The foreman, if any, shall be selected by and be the agent of the employer. He shall be a competent mechanic in his trade, and subject to the terms of this agreement and its working rules, and decisions of the joint arbitration board.

20. *Steward.*—The steward, if any, shall represent the journeymen. He shall be elected by and from among the men in his trade working on the same building or job, and shall, while acting as steward, be subject to the rules and decisions of the joint arbitration board. No salary shall be paid to a journeyman for acting as steward. He shall not leave his work or interfere with workmen during working hours. He shall always, while at work, carry a copy of the working rules with him.

21. *Rights of presidents to visit jobs.*—The presidents or their representatives, carrying proper credentials, shall be allowed to visit jobs during working hours to interview the contractor, steward, or men at work, but shall in no way hinder the progress of the work.

22. *Handling of tools, etc.*—The handling of all tools, etc., working machinery, and appliances shall be done by members, parties to this agreement, and helpers in the trade, who are using the same in their work.

23. *Holidays*.—The following days (or days celebrated as such) shall be recognized as legal holidays: New Year's Day, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day. No work shall be done on these days, except to protect life or property.

24. *Affiliations*.—Both parties to this agreement hereby agree that they will not affiliate or connect themselves with any other body whose rules or by-laws, now or in the future, conflict with this agreement.

25. *Conflicting rules*.—No by-laws or rules conflicting with the arbitration agreement or working rules agreed upon shall be passed or enforced by either party hereto against any of its affiliated members.

26. *Termination of agreement*.—It is agreed by both parties that this agreement shall remain in full force and effect from the date of the same to May 31, 1918. Parties to this agreement further agree that the joint arbitration board shall meet and complete a new agreement on or before February 1, 1918.

#### WORKING RULES.

##### ARTICLE I.—*Hours*.

Eight hours shall constitute a day's work, between the hours of 8 a. m. and 5 p. m., except on Saturday, when work shall stop at twelve o'clock noon, with four hours' pay for that day.

##### ARTICLE II.—*Overtime and holidays*.

Double time shall be paid for all work done after the regular workday and there shall be an intermission of not less than thirty minutes before resuming work, unless otherwise ordered by either of the two presidents. Double time shall be paid for all work done from 12.30 Saturday noon until Monday morning, 7.30, and the following six holidays, or days celebrated as such: Decoration Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day, and New Year's Day. Sunday and holiday time to cover any time during the 24 hours of said calendar day.

No work shall be done between 12.30 Saturday noon and 7.30 a. m. Monday and all holidays without a permit from the carpenters' district council on Saturday morning. Party of the first part shall at once be notified by both telephone and letter of the issuing of any such permits and they shall also be reported at the next regular meeting of the joint arbitration board, giving the names of employer, location of job, and number of men employed.

##### ARTICLE III.—*Extra shifts*.

When work is carried on in two or more shifts, the second and third shifts shall receive eight hours' pay for seven hours' work; any less than seven hours to be considered as overtime, unless owing to bad weather or conditions beyond the control of the contractor. The same men shall not work on more than one shift. Double time for all Sundays and above-mentioned holidays.

##### ARTICLE IV.—*Labor Day*.

No work shall be done on Labor Day, except by written consent of the two presidents.

##### ARTICLE V.—*Wages*.

The minimum rate of wages until May 31, 1918, shall be 70 cents per hour, payable in currency of the United States.

The party of the second part shall receive the wages agreed upon by the joint arbitration board in this trade under all circumstances. It is further agreed by the parties of the first part to hire no one in this trade except to whom he or they shall pay the wages agreed upon by the joint arbitration board.



ARTICLE VI.—*Pay Day.*

It is agreed that the workmen shall be paid on Tuesday of each week, except when the regular pay day is a legal holiday, in which case the contractor shall pay the day before or the day after the regular pay day at his discretion.

Contractors may have the privilege of paying on Saturday by making a written application to the joint arbitration board, the wages to be paid on the work in full up to and including the Thursday night preceding pay day. When paying on Tuesday, wages to be paid in full up to and including Saturday night preceding pay day, in all cases no later than quitting time. When the workman quits of his own accord he shall receive his pay on the next regular pay day. When a man is discharged, or laid off, if he so requests he shall be paid either in cash on the work, or given a time check, with one hour extra added for traveling time, said extra hour to be added by the person giving the time check, which shall be paid upon presentation at the office of the employer, and if it is not paid promptly upon his arrival at the office, and if he remains there during working hours he shall be paid the minimum wages for such waiting time, Sundays and holidays excepted.

Every contractor shall provide a reasonably safe place for storing workmen's tools on each job, and if any complaint comes from the steward on the job it shall be investigated by the two presidents, or their representatives, and if they can not agree, same shall be at once taken up by the joint arbitration board. After notice to the contractor, either by the two presidents or their representatives, or the joint arbitration board, that a safe place has not been provided, then the contractor shall pay fifty per cent of any loss sustained by workmen by reason of loss sustained for stolen tools.

## ARTICLE VII.

No contractor, party to this agreement, will sublet, piece, or lump out his carpentry, or any part thereof, except millwork or stair work. Where stair work is sublet, it is to be let directly to the manufacturer. Nor will any journeyman, who is affiliated with the party of the second part, work for any person who takes piece or lump work in any shape or manner, neither will any journeyman work for any employer at carpentry who is not a member of the original parties to this agreement, unless such employer shall have come to the joint arbitration board and shall have read and voluntarily signed this agreement, as party of the first part and agrees to be bound thereby, the same as any member of the first party hereto. Upon doing this the joint arbitration board will issue a certificate for 12 months, which shall be renewed upon application every 12 months, and for which a fee of \$6.00 will be charged for each period of twelve months, to be paid to the treasurer of the joint arbitration board to help defray expenses of the joint arbitration board, and if there should be any left at the end of the year the same is to be divided equally between the Carpenter Contractors' Association and the Carpenters' District Council.

All employers will post conspicuously the name and address of the employer on the building or job where any member of the second party is employed.

It is agreed that no contractor, or any member of any contracting firm, parties hereto, will use tools on any job except for the purpose of superintending or laying out work, or for the purpose of demonstration, the correction of construction errors, testing, etc., or where the contractor is primarily engaged in job work. Nothing in this article shall apply to city, county, State, or maintenance men.

## ARTICLE VIII.

Any member of the second party to this agreement who is, or desires to become a contractor, shall first sign this agreement in duplicate, as party of the first part, and shall then obtain a certificate from the joint arbitration board to such effect, without cost to him, which certificate shall be surrendered upon such member going back to work as a journeyman.



ARTICLE IX.—*Carpenter work described.*

It is mutually agreed that the party of the first part will furnish all the material, and party of the second part will furnish all the labor required for the carpenter work in the erection and completion of any and all buildings and jobs (the erection of the staging and scaffolding for masons and plasterers and boxing for concrete footing may at the option of the employer be considered carpenter work); all other false work, all wood floors and framing, wood centers for all arches (except hanging centers for tile fireproof arches, without reinforced concrete), all sidewalk and building protection, boxing for concrete walls and piers, fitting and hanging of wood sash, transoms, and doors, including wardrobes and china-closet doors, cutting and fitting all butts, weather strips, coping and mitering base, chair rail and plate rail, cutting and nailing in all stops, building and erecting all stairs. This agreement covers the manufacture of and erection of all stair work, including all bench and machine work; also all soffits, paneling, wainscoting and railing, all seats, beams, columns, and pilasters connected with the stairs. The setting and erection of all metal-covered trim or doors, and all hollow steel trim or doors, stripping for metal ceilings, boxing for metal cornices, all cork floors, all millwright work, transite asbestos wood, beaver board, and asphalt shingles shall be covered by this agreement.

ARTICLE X.—*Working conditions.*

The party of the second part will not work with carpenters except they are affiliated with the Carpenters' District Council. No member or parties to this agreement shall work on any building or job where laborers or any other trades are permitted to do carpenter work of any kind.

ARTICLE XI.—*Steward.*

Wherever two or more journeymen, members of the second party, are working together a steward shall be selected by them from their number to represent them, who shall, while acting as steward, be subject to the rules and decisions of the joint arbitration board.

The steward's book shall be open to inspection by the presidents or their representatives.

The steward shall not be discharged for the performance of his duties as prescribed in this agreement.

ARTICLE XII.—*Meetings.*

The joint arbitration board shall meet to transact routine business on the first Thursday in each month, but special meetings shall be called on one day's notice by the presidents of the two organizations, or upon application of three members of the joint arbitration board.

ARTICLE XIII.—*Fines as result of arbitration.*

Any person, firm, or corporation, parties hereto, violating any part of the agreement or working rules established by the joint arbitration board shall be subject to a fine of from ten to two hundred dollars for each violation.

Other parties to this agreement shall pay fines direct to the treasurer of the joint arbitration board.

In no case shall the parties hereto be permitted to employ or work for any one who has been found guilty of violating any part of this agreement, if said fine is not paid to the treasurer of the joint arbitration board within thirty days.

## ARTICLE XIV.

The joint arbitration board shall have the right to pay any necessary expenses out of the treasury of the board.

The treasurer of the joint arbitration board shall, if required, make a report to the board of the funds in his hands at any regular meeting.

The treasurer of the joint arbitration board shall, at the regular meeting of the board in June and December, pay to the Carpenters' District Council such fines that have been collected from its members during the preceding six months, and likewise the treasurer of the joint arbitration board shall pay to the Carpenter Contractors' Association of Chicago such fines as have been collected from its members during the preceding six months. All other funds in the hands of the treasurer, after deducting the expenses of the board, shall be divided equally between the Carpenters' District Council and Carpenter Contractors' Association of Chicago.

The treasurer of the joint arbitration board shall, before entering upon his duties, file with the president of the joint arbitration board a bond of indemnity from a surety company, to be paid out of the funds of the joint arbitration board and payable to the joint arbitration board, for an amount to be determined by the joint arbitration board.

## ARTICLE XV.

No person, firm, or corporation, parties hereto, will work on or take a contract for any building or job where there remains money due to any member of either party to this agreement (or on which there is any unsettled dispute affecting any member of either party to this agreement without written consent of the joint arbitration board).

## CARPENTER APPRENTICES.

*Apprentice rules adopted by the joint arbitration board, the Carpenter Contractors' Association of Chicago, and the Carpenters' District Council of Chicago, Cook County, and Vicinity.*

## ARTICLE XVI.

SECTION 1. Each responsible party to this agreement shall have the right to teach his trade to apprentices, and the said apprentices shall serve four years, as prescribed in the apprentice rules as agreed upon by the joint arbitration board, and shall be subject to the control of the said arbitration board.

SEC. 2. Apprentices shall be under the jurisdiction of the joint arbitration board, which has the authority to control them and protect their interests subject to approved indentures entered into with their employers and the rules adopted by the joint board.

SEC. 3. The applicant for apprenticeship shall not be more than 17 years of age at the time of making application, except under conditions satisfactory to the two presidents. Applicants more than 17 years old must bring satisfactory proof of having worked at the trade.

SEC. 4. The contractor taking an apprentice shall engage to keep him at work in the trade for nine consecutive months in each year and see that during the remaining three months of the year the apprentice attends school during January, February, and March, and a certificate of attendance from the principal of the school attended must be furnished the joint arbitration board as a compliance with this requirement before he is allowed to work during the coming year.

SEC. 5. A contractor taking an apprentice shall keep him steadily at work or school; failing to do so, he shall pay him the same as though he had worked for him.

SEC. 6. In case an apprentice at the end of his term of four years, for want of proper instruction in the trade, is not a proficient workman, and if after a thorough investigation the joint arbitration board finds the contractor to whom he was apprenticed did not give him proper instruction and an opportunity to learn his trade, he may be required to serve another year, with whom he and the joint arbitration board may determine, and at a rate of wages (less than the minimum) in his trade they may determine, and the difference between that rate and the minimum scale in his trade shall be paid him through the joint arbitration board by the contractor to whom he was apprenticed.

SEC. 7. A contractor entitled to an apprentice may take one on trial for two weeks, provided that applicant holds a permit from the joint arbitration board, and if after said trial conditions are satisfactory to both parties they will be required to sign indentures agreeable to the joint arbitration board. If not satisfactory, the contractor is not bound to indenture him, but he will be required to pay the boy \$6 per week for the two weeks. No boy will be allowed a trial with more than two contractors, or a contractor with more than two boys consecutively.

SEC. 8. The rate of wages of an apprentice at the date of indenture shall in no case be less than three hundred sixty-four dollars for the first year, four hundred forty-two dollars the second year, five hundred and twenty dollars for the third year, six hundred and seventy-six dollars for the fourth year, payable in lawful money of the United States, and shall be paid in fifty-two weekly installments at the following rate per week of: Seven dollars for the first year, eight dollars and fifty cents for the second year, ten dollars for the third year, and thirteen dollars for the fourth year.

SEC. 9. The issuing of permits for an apprentice to work for another contractor when the one to whom he is apprenticed has no work shall be left to the joint arbitration board.

SEC. 10. The contractor shall not have more than two apprentices at any one time.

SEC. 11. Contractors shall be allowed apprentices on the following basis: Yearly average of four journeymen, one apprentice. Yearly average of ten journeymen, two apprentices.

SEC. 12. The apprentice upon completing his indenture shall report to the joint arbitration board and shall, after furnishing said board with satisfactory proof of his competence as a skillful mechanic in his trade, receive a certificate approved by the board which shall entitle him to a journeyman working card.

#### ARTICLE XVII.

It is further agreed by and between the parties hereto that power shall be vested in the joint arbitration board to interpret the spirit as well as the letter of this agreement, and in order to maintain justice and equity between the parties hereto, the joint arbitration board is hereby given power to enforce the spirit as well as the letter of this agreement.

#### ARTICLE XVIII.—*Termination.*

It is agreed by the parties that this agreement shall be in full force between the parties hereto until May 31, 1918.

#### MEMORANDUM OF AGREEMENT.

This agreement made and entered into by and between the steamship agents and stevedores of the port of Greater New York and vicinity and whose names are hereto attached, as party of the first part, and the International Longshoremen's Association and its affiliated locals, as party of the second part, and is meant to cover the loading and unloading of ships in the port of Greater New York and vicinity.



1. Members of the party of the second part to have the preference of all work pertaining to the rigging up of the ships as is done at the present time and the discharging and loading of all cargoes under the following terms and conditions:

WAGE SCALE.

2. Day work, 7 a. m. to 12 noon; 1 p. m. to 6 p. m., thirty-five (35) cents per hour. Night work, 7 p. m. to 12 midnight; 1 a. m. to 6 a. m., fifty (50) cents per hour.

Legal holidays, fifty (50) cents per hour, except Sundays, Christmas, and Fourth of July, which shall be sixty (60) cents per hour. Meal hours when worked, sixty (60) cents per hour. Meal hours shall be as follows: 6 a. m. to 7 a. m.; 12 noon to 1 p. m.; 6 p. m. to 7 p. m.; 12 midnight to 1 a. m.

Men shall receive sixty (60) cents per hour for work performed on Good Friday on the Jersey shore.

3. Double time shall be paid men when handling munitions and explosives. Time to start from the time of leaving pier until the time of return to pier. Meals to be furnished by the company.

4. All disputes, grievances, or controversies arising under this agreement shall be settled by the representative of the party of the first part and the representative of the party of the second part. If it can not be settled by them, then it shall be submitted to arbitration, one man to represent the party of the first part and one man to represent the party of the second part, these two to choose a third disinterested man, the finding of a majority of this board to be final and binding, both to abide thereby, and work shall continue uninterrupted pending arbitration. The matter in dispute must be submitted within five days after the occurrence of same.

5. There shall be no beer or other intoxicating liquors brought upon the property of the party of the first part. For a violation of this clause the guilty party may be discharged and given no further employment by the party of the first part.

6. The party of the second part will not try to uphold incompetency, shirking of work, pilfering or poaching of cargo. Any man guilty of the above offenses shall be dealt with as party of the first part sees fit or as the circumstances may require.

7. There shall be no discrimination by the party of the first part against any member of the party of the second part, nor shall the party of the second part discriminate against the party of the first part.

8. When the party of the second part can not furnish a sufficient number of men to perform the work in a satisfactory manner, then the party of the first part may employ such other men as are available.

9. All conditions not herein mentioned to remain as heretofore.

10. This agreement to go into effect and remain in full force and effect until discontinued by either party.

Signed for employers.

Signed for International Longshoremen's Association.

Goes into effect September 1, 1915.

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## STRIKES AND LOCKOUTS IN THE UNITED STATES, JANUARY 1 TO JUNE 30, 1915.

The number of strikes and lockouts in the United States during the first six months of 1915, including those which began prior to January 1, 1915, and remaining unsettled on that date, was 658, according to data compiled by the United States Bureau of Labor Statistics from newspaper and other sources. This number is but slightly larger than that shown for the first half of 1914, namely, 646.

The 12 groups of industries in which the number of strikes exceeded 10 included 536, or 81 per cent, of the whole number of strikes and were as follows:

NUMBER AND PER CENT OF STRIKES IN 12 GROUPS OF INDUSTRIES EACH REPORTING MORE THAN 10 STRIKES.

Industry.	Number.	Per cent.	Industry.	Number.	Per cent.
Building trades.....	155	23.6	Transportation.....	23	3.5
Metal trades.....	124	18.8	Lumber.....	22	3.3
Clothing industries.....	50	7.6	Teamsters.....	16	2.4
Baking industry.....	44	6.7	Brewery industry.....	13	2.0
Textile industry.....	36	5.5	Glassworking industry.....	11	1.7
Mining industry.....	31	4.7	Theatrical stage employees...	11	1.7

### IMMIGRATION IN JUNE AND JULY, 1915.

Data furnished by the Bureau of Immigration of the Department of Labor continue to show a marked decrease in the number of immigrants admitted to the United States. In the August issue of the MONTHLY REVIEW comparative data were published relative to immigration showing the number of immigrant aliens admitted to and of emigrant aliens departing from the United States for the first half of the years 1914 and 1915. The decrease there noticed continued through July and August, 1915. The table which follows shows the movement in June and July, 1914 and 1915, by races, while preliminary figures for August, 1915, furnished by the Bureau of Immigration show that the number of aliens arriving during the month at all ports was 30,762. Compared with similar data for August, 1913 (147,350), and August, 1914 (56,287), a decrease of 79.0 and 45.3 per cent, respectively, is noticed.

IMMIGRANT ALIENS ADMITTED TO, AND EMIGRANT ALIENS DEPARTING FROM, THE UNITED STATES DURING JUNE AND JULY, 1914 AND 1915.

Races.	Admitted.				Departing.			
	June.		July.		June.		July.	
	1914	1915	1914	1915	1914	1915	1914	1915
African (black).....	1,060	487	1,003	486	225	243	197	210
Armenian.....	230	41	226	30	190	152	82	58
Bohemian and Moravian.....	590	77	592	54	174	4	94	4
Bulgarian, Servian, Montenegrin.....	798	258	627	419	526	59	313	50
Chinese.....	185	293	228	357	89	115	174	157
Croatian and Slovenian.....	1,465	78	669	54	2,203	8	1,361	4
Cuban.....	388	432	722	454	94	191	119	109
Dalmatian, Bosnian, Herzegovinian..	200	4	78	12	91	.....	44	1
Dutch and Flemish.....	784	288	737	548	316	76	228	39
East Indian.....	12	6	16	11	5	18	5	4
English.....	4,173	3,099	3,247	2,787	1,331	1,054	1,356	578
Finnish.....	882	368	622	341	537	79	256	48
French.....	1,170	889	1,060	834	452	300	375	48
German.....	5,816	1,034	5,271	798	1,705	72	991	30
Greek.....	3,040	998	2,551	2,314	1,207	519	859	185

## IMMIGRANT ALIENS ADMITTED TO, AND EMIGRANT ALIENS DEPARTING FROM, THE UNITED STATES DURING JUNE AND JULY, 1914 AND 1915—Concluded.

Races.	Admitted.				Departing.			
	June.		July.		June.		July.	
	1914	1915	1914	1915	1914	1915	1914	1915
Hebrew.....	10, 113	811	12, 182	1, 357	1, 073	57	671	12
Irish.....	2, 586	2, 648	1, 481	1, 530	776	236	621	141
Italian (north).....	1, 733	485	1, 482	423	1, 371	236	832	457
Italian (south).....	9, 012	2, 358	6, 684	1, 913	6, 276	3, 570	5, 841	4, 649
Japanese.....	807	722	793	903	77	90	69	69
Korean.....	18	8	26	11	5	6	1	6
Lithuanian.....	1, 710	36	1, 634	35	720	16	498	4
Magyar.....	3, 002	44	2, 158	64	1, 919	12	1, 137	6
Mexican.....	654	1, 076	820	1, 121	144	14	52	26
Pacific Islander.....			1	2			3	
Polish.....	6, 827	229	5, 092	350	5, 802	153	3, 949	76
Portuguese.....	1, 022	848	489	758	154	40	180	70
Roumanian.....	1, 031	37	634	41	548	3	338	5
Russian.....	2, 290	308	1, 383	330	2, 794	846	2, 093	606
Ruthenian (Russniak).....	2, 119	144	1, 591	160	762		482	
Scandinavian.....	2, 789	1, 875	1, 840	1, 027	1, 200	353	676	229
Scotch.....	1, 720	1, 125	1, 163	937	431	226	458	168
Slovak.....	1, 483	12	1, 320	42	1, 653	19	804	6
Spanish.....	658	747	611	420	425	381	371	179
Spanish-American.....	186	199	118	143	74	61	78	42
Syrian.....	558	69	492	40	123	6	180	22
Turkish.....	54	21	61	20	109	8	55	1
Welsh.....	199	99	156	96	52	33	28	7
West Indian (except Cuban).....	120	115	125	84	58	36	71	44
Other peoples.....	244	230	212	198	111	50	59	30
Not specified.....					2, 611	1, 488	2, 600	1, 481
Total.....	71, 728	22, 598	60, 377	21, 504	38, 413	10, 830	28, 601	9, 861
Per cent decline, 1915.....		68. 49		64. 4				

## LABOR PROVISIONS OF THE PROPOSED CONSTITUTION OF THE STATE OF NEW YORK.

The constitutional convention of the State of New York, recently adjourned, considered a number of suggestions bearing upon the industrial interests of the State. Those affecting labor that were ultimately adopted by the convention are reproduced below. Matter contained in the present constitution is printed in roman type, amendments and new sections being printed in italics.

ARTICLE I.—*Civil rights—Protection of workmen—Compensation for injuries or disease.*

SEC. 18. *Except in the cases provided for in the next section*, the right of action now existing to recover damages for injuries resulting in death shall never be abrogated and the amount recoverable shall not be subject to any statutory limitation.

SEC. 19. Nothing contained in this constitution shall be construed to limit the power of the legislature to enact laws for the protection of the lives, health, or safety of employees; or for the payment, either by employers, or by employers and employees or otherwise, either directly or through a State or other system of insurance or otherwise, of compensation for injuries to *or occupational diseases of* employees or for death of employees resulting from such injuries *or diseases* without regard to fault as a cause thereof, except where the injury is occasioned by the willful intention of the injured employee to bring about the injury or death of himself or of another, or where the injury results solely from the intoxication of the injured employee while on duty; or for the adjustment, determination and settlement, with or without trial by jury, of



issues which may arise under such legislation; or *providing* that the right to such compensation, and the remedy therefor shall be exclusive of all other rights and remedies for such injuries or diseases or death. *But all moneys paid by an employer, by reason of the enactment of any of the laws herein authorized, shall be deemed a part of the cost of operating the business of the employer.*

ARTICLE III.—*Legislature—Power as to prison labor—Tenement house manufacturing.*

SEC. 28. The legislature shall, by law, provide for the occupation and employment of prisoners sentenced to the several State prisons, penitentiaries, jails, and reformatories in the State; and on and after the 1st day of January, in the year 1897, no person in any such prison, penitentiary, jail, or reformatory shall be required or allowed to work while under sentence thereto at any trade, industry, or occupation wherein or whereby his work, or the product or profit of his work, shall be farmed out, contracted, given, or sold to any person, firm, association, or corporation. This section shall not be construed to prevent the legislature from providing that convicts may work for, and that the products of their labor may be disposed of to, the State or any civil division thereof, or for or to any public institution owned or managed and controlled by the State, or any civil division thereof.

SEC. 29. *The legislature shall have the power to regulate or prohibit manufacturing in tenement houses.*

ARTICLE VI.—*State departments—Labor and industry.*

SECTION 1. There shall be the following civil departments in the State government:

\* \* \* (13) *labor and industry*, \* \* \*.

SEC. 2. \* \* \* \* \*

(13) *The head of the department of labor and industry shall be an industrial commission or commissioner, as may be provided by law. Commissioners shall be appointed by the governor, by and with the advice and consent of the senate.*

\* \* \* \* \*

ARTICLE XV.—*Cities and villages—Power over employees.*

SEC. 2. The legislature may regulate and fix the wages and, *except as otherwise provided in this article*, the salaries, and may also regulate and fix the hours of work or labor, and make provision for the protection, welfare, and safety of persons employed by the State, or by any county, city, town, village, or other civil division of the State, or by any contractor or subcontractor performing work, labor, or services for the State, or for any county, city, town, village, or other civil division thereof.

[The exceptions contained in the article, referred to in the foregoing section, relate to the self-government of cities, which includes the power "to regulate the powers, duties, qualifications, mode of selection, number, terms of office, compensation, and method of removal of all city officers and employees"; also "of all employees of counties situated wholly within a city," except those connected with the local judiciary.]

The full list of amendments offered in this field, as summarized in the index of the convention, is reproduced herewith, with some abridgement, as of interest in setting forth the propositions under consideration.

**Commissioners of labor, election, appointment.**

By Mr. BERRI.—Amending sections 1, 2, 3, article 5, and adding a new section 10, by providing that the legislature may, in 1918, and not oftener than each fourth year thereafter, provide for the election of any or all of these officers: Secretary of state, treasurer, attorney general, State engineer and surveyor, superintendent of public

works, and commissioner of labor. If such provision be made, they shall be elected at the time the governor and lieutenant governor are elected, and shall hold office for two years. If in each fourth year no provision is made for their election, then and on January 1, 1917, they shall be appointed by the governor, to hold office until the end of his term. The commissioner of labor shall be charged with the execution of all laws relating to labor, and shall acquire and diffuse among the people useful information on subjects connected with labor and the means of promoting their material, social, intellectual, and moral prosperity.

**Commissioner of labor, elected by people.**

By Mr. DOOLING.—Amending section 1, article 5, by providing for the election of a commissioner of labor and industries in 1916. The terms of office of the secretary of state, comptroller, treasurer, attorney general, and State engineer and surveyor, together with the commissioner of labor and industries, is made four years.

**Conspiracies, acts singly, in concert.**

By Mr. CURRAN for Mr. DAHM.—Adding new section to article 1, reading: "Any act which any person may legally and lawfully do shall be held to be legal and lawful when done by two or more in concert.

**Department of labor.**

By Mr. PARSONS.—Adding new section to article 5, establishing as a branch of the executive department a division of industrial relations known as the State labor department, and in charge of a secretary of industrial relations who shall be chairman of a State industrial council consisting of the chairman and four other persons appointed by and removable at the pleasure of the governor. This division shall consist of these departments, each under the direction of a commissioner to be chosen by the State industrial council from its own membership: Department of statistics and publications, of inspection, of workmen's compensation and insurance, and of mediation and arbitration. The legislature shall prescribe the powers and duties of the several departments and offices.

**Eight-hour day, public work.**

By Mr. CURRAN.—Adding a new section to article 1, reading: "In all cases of employment by and on behalf of the State, or any political division thereof, or in any contract for labor or for supplies, by or on behalf of the State, or any political division thereof, not more than eight hours in any twenty-four consecutive hours shall constitute a day's work. The power of the legislature to regulate hours of labor under any provision of this constitution shall be exercised subject to the provisions of this section.

**Employees, protection, laws for.**

By Mr. PARSONS.—Amending section 19, article 1, and adding a new section thereto, by providing that "Nothing contained in this constitution shall limit the power of the legislature to enact laws which the legislature declares to be necessary for the protection of the lives, health, safety, morals, or welfare of employees."

By Mr. A. E. SMITH.—Adding new section to article 3, reading: "The legislature may delegate to any State board or commission, agency, power to make rules and regulations, supplementing, modifying, adapting, or otherwise applying according to varying conditions laws passed for the protection of the lives, health, safety, or welfare of any class or classes of persons or the public generally."

By Mr. A. E. SMITH.—Amending section 19, article 1, and adding a new section to article 1, reading: "Nothing contained in this constitution shall be construed to limit the power of the legislature to enact laws for the protection of the lives, health, safety, comfort, or general welfare of employees, or to delegate in its discretion to any duly constituted commission, board or administrative agency, power to make rules

and regulations supplementing, varying, modifying, adapting, or otherwise applying such laws to existing conditions."

**Industry, State department of, establishing.**

By MR. PARSONS.—Adding new section to article 5, creating a State department of industry headed by an industrial board of five members appointed by the governor, with the consent of the senate, for 10 years each, except that the first members shall be appointed for 2, 4, 6, 8, and 10 years, respectively. Not more than three members at any time shall belong to the same political party. Their salary shall be \$6,000 a year. They may be removed only by impeachment. They shall have jurisdiction of all matters now comprehended within the labor and workmen's compensation laws and of the administration and enforcement of all laws relating to cognate subjects. No bill shall be passed devolving such jurisdiction on any other authorities, but the legislature may enact laws for the organization and general direction of such board and confer powers and regulation thereon.

**Labor and industries, department of.**

By GOVERNOR AND OTHER STATE OFFICERS' COMMITTEE.—Repealing sections 1, 2, 3, 4, 6, and 7 of article 5 and adding a new article 5 reorganizing all the civil departments of the State government. There is to be \* \* \* a department of labor and industries administered by an industrial commission. \* \* \* The attorney general and the comptroller are to be elected at the same time and for the same term as the governor. The heads of all other departments, except the department of education, are to be appointed by the governor, with the advice and consent of the senate. The legislature is to provide for the appropriate assignment of all the civil, administrative, and executive functions of the State government to the several departments provided for. No new department may be created by the legislature.

**Labor disputes, armed forces.**

By MR. CURRAN.—Amending sections 4, 6, and adding new section, article 4, by providing that the governor shall be commander in chief of the military and naval forces of the State, and as such commander he alone shall have power to call out the whole or any portion of said forces or either of them in time of need. There shall never be a State constabulary or similar body. The employment of private armed forces for labor disputes shall be forever prohibited.

**Labor not a commodity.**

By MR. WAGNER.—Amending section 6, article 1, by adding at the end thereof this new matter: "The labor of a human being shall not be deemed to be a commodity or article of commerce, and the legislature shall not enact a law, nor shall the courts construe a law, contrary to this declaration."

**Labor unions, formation of.**

By MR. L. M. MARTIN.—Adding new section 15 to article 8, reading: "It shall be the privilege of persons employed by any other person, firm, corporation, or employing body to form a union of their own to deal with their employers as a unit in matters of mutual interest. But no such unions shall have the right to punish in any way a member for noncompliance with union rules, or for speaking his mind, or for acting individually in the case. Nor shall it be lawful to form a union that comprises employees of more than one employing body."

**Manufacturing in dwellings, regulating.**

By MR. A. E. SMITH.—Adding new section to article 3, reading: "The legislature may prohibit in whole or in part the manufacturing of any article in structures used for dwelling purposes."



**Manufacturing in dwellings.**

By Mr. PARSONS.—Adding a new section to article 3, reading: “Nothing contained in this constitution shall limit the power of the legislature to enact laws prohibiting in whole or in part manufacturing of any kind in structures any portion of which is used for dwelling purposes.”

**Manufacturing, unreasonable laws.**

By Mr. DUNMORE.—Adding new section to article 3, reading: “The legislature shall not pass any bill under the police power of the State nor shall any State board, commission, or officer adopt any rule or regulation thereunder, unless there is a reasonable necessity for the exercise of such power to protect the general interests of the community.”

**Minimum-wage laws.**

By Mr. A. E. SMITH.—Adding new section to article 3, reading: “The legislature may directly or through any duly constituted administrative agency prescribe the living wages that shall be paid to women and children employees.”

**Minimum-wage laws, prohibiting.**

By LEGISLATIVE POWERS COMMITTEE.—Amending article 3 by adding a new section prohibiting the legislature from passing any bill granting hereafter to any class of individuals any privilege or immunity not granted equally to all members of the State; providing for or authorizing the expenditure of any public money to be paid to any person except in pursuance of a judgment or for property or services rendered upon employment by the State or a civil division thereof or in recognition of such services; establishing a minimum wage for service to be paid to any employee by a private employer.

**Minimum-wage laws, prohibiting.**

By Mr. BARNES.—Adding new section to article 3, prohibiting the legislature from passing any bill granting to any class of individuals any privilege or immunity authorizing the expenditure of public money to be paid to any person except for services rendered upon employment by the State or a political division thereof, establishing a minimum wage, \* \* \*.

**Occupational diseases.**

By INDUSTRIAL INTERESTS COMMITTEE.—Amending sections 18 and 19 of article 1, by including occupational diseases among the subjects of compensation to workmen. It authorizes the legislature to enact laws “for the protection of the lives, health, or safety of employees; or for the payment of compensation for injuries to or occupational diseases of employees or for death of employees resulting from such injuries or disease without regard to fault as a cause thereof; or for the adjustment, determination, and settlement, with or without trial by jury, of issues which may arise under such legislation; or providing that the right to such compensation and the remedy therefor shall be exclusive of all other rights and remedies for such injuries or diseases or death. But all moneys paid by an employer by reason of the enactment of any of the laws herein authorized shall be deemed a part of the cost of operating the business of the employer.”

**Pressure, steam, gas, etc., regulating.**

By Mr. FOGARTY.—Adding a new section to article 3, reading: “The legislature shall, by general laws of uniform application throughout the State, provide for the licensing and inspection of steam boilers and of all vessels subject to gaseous pressure and prescribe standards for the manufacture thereof.”

**Products of prison labor, sale.**

By Mr. TIERNEY.—Amending section 29, article 3, by providing that the provision prohibiting the sale of the products of prison labor shall not prevent the sale of electricity or water to the inhabitants of villages of the fourth class situated within 1 mile from any State prison.

**Public work, labor on.**

By CITIES COMMITTEE.—Amending article 12 generally by providing for home rule for cities. Every city is to have exclusive power to manage, regulate, and control its own property, business and local affairs subject to the constitution and general laws of the State applying to all the inhabitants or to all cities or counties of the State without classification or distinction. This power is to include among others (a) the power to organize and manage the departments, bureaus, or division of the city government and to regulate the number, powers, duties, terms, compensation, and mode of selection of all city officers and employees and all police and health officers and employees and nonjudicial officers and employees attached to courts not of record; and to regulate the compensation of employees of counties situated wholly within a city with certain exceptions; \* \* \*.

**Stockholders' liability for.**

By Mr. BAYES.—Adding a new section to article 8, reading: "The stockholders of all corporations shall be individually liable for all labor performed for such corporation, and no legislative enactment limiting the time within which an action may be begun for labor so performed, at a shorter period than applicable to contract actions generally, shall be valid."

**Strikes, lockouts, regulating.**

By Mr. ROSCH.—Amending section 9, article 1, by providing that "strikes, lockouts, and similar forms of industrial differences, affecting the relations between employers and employees in which the rights and interests of public utilities or industrial operations, or the welfare of the people of the State generally may suffer, are declared subject to regulation by statute, and the legislature may provide for the establishment of councils of conciliation and boards of arbitration for settlement of disputes between employers and employees."

**Supervision, commerce and labor department.**

By Mr. E. N. SMITH.—Amending section 2, article 5, by providing that the legislature shall create by law a department \* \* \* of commerce and labor, to have supervision over labor, manufactures, agriculture, and public utilities, and in which there shall be a bureau of research; \* \* \*. The heads of said divisions or bureaus in any department shall be named by the governor, with the consent of the senate. This section shall be in force January 1, 1917.

**Unemployed, relief of.**

By Mr. CURRAN.—Adding a new section to article 8, reading: "The State or any political division thereof may undertake such public works and engage in such industries as they deem necessary to the public welfare for the purpose of relieving distress from unemployment or other extraordinary emergencies; and nothing contained in this article shall impair such authority."

**Workmen's compensation, labor department, separate.**

By Mr. O'CONNOR.—Adding new section to article 5, by providing that the State department of labor and the workmen's compensation commission shall be separate bodies. The department of labor shall be in charge of a single commissioner, whose term shall be fixed by the legislature at not less than six years. There shall be five members of the workmen's compensation commission, whose term shall be fixed by the legislature so that the term of one shall expire on January 1 of each odd-numbered year after the commission is established.

**Workmen's compensation laws.**

By Mr. PARSONS.—Amending section 18, article 1, by providing that this section which prohibits the abrogation of the right of action to recover damages for injuries resulting in death shall not affect legislation providing compensation for injuries to or occupational diseases suffered by employees or for death resulting from such injuries or diseases.

**Workmen's compensation laws, etc.**

By Mr. CURRAN.—Amending section 19, article 1, and adding a new section thereto by providing that "Nothing contained in this constitution shall be construed to limit the power of the legislature to enact laws for the protection of the lives, health, safety, comfort or general welfare of employees."

**Workmen's compensation, unemployed, laws.**

By Mr. PARSONS.—Striking out section 19, article 1, and inserting in place thereof the following: "Nothing contained in this constitution shall limit the power of the legislature to enact laws for the payment or furnishing either by employers or by employers and employees or otherwise either directly or through a State or other system of insurance or otherwise, of compensation benefits, without regard to fault, for injuries, illness, invalidity, old age, unemployment, or death of employees, or for the adjustment, determination, or settlement with or without trial by jury of issues which may arise under such legislation."

**Workmen's compensation, State insurance.**

By Mr. CURRAN.—Adding a new section to article 3, reading: "The legislature may provide by law for insurance by the State of workers against accident, sickness, invalidity, old age, and unemployment."

By Mr. O'CONNOR.—Amending section 19, article 1, by providing for a State insurance fund as the exclusive method for securing the payment of workmen's compensation.

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## RETAIL PRICES OF FOOD IN THE UNITED STATES.

Reports to the Bureau of Labor Statistics of retail prices of 17 of the principal articles of food for July 15, 1915, covering 44 important industrial cities throughout the United States show a decrease of 1 per cent in the price of all articles combined from July, 1914, to July, 1915. According to previous reports to the bureau, retail prices had been gradually increasing from 91 per cent in July, 1911, to 100 per cent in July, 1914.

The price of all meats was lower in July, 1915, than in July, 1914. The price of lard, eggs, potatoes, and milk was also lower in July, 1915, than in July, 1914, while only flour, corn meal, butter, and sugar showed an increase in price. The increases in flour and sugar, however, were quite marked, being 26 per cent and 33 per cent, respectively.

A table showing the relative price of each of the 17 articles in July, 1911, to 1915, is given herewith. The relative prices of the 17 articles combined and weighted according to the average consumption in workingmen's families is also shown.



## RELATIVE PRICES OF 17 ARTICLES OF FOOD IN JULY OF EACH YEAR, 1911 TO 1915.

[Average price for 1914=100.]

Articles.	July—				
	1911	1912	1913	1914	1915
Sirloin steak.....	81	94	102	104	103
Round steak.....	76	88	98	103	101
Rib roast.....	82	95	99	102	101
Chuck roast.....				102	97
Plate boiling beef.....				100	97
Pork chops.....	81	88	99	102	96
Bacon, smoked.....	91	88	102	100	99
Ham, smoked.....	90	90	103	102	96
Lard, pure.....	85	95	102	99	94
Hens.....	89	91	100	101	95
Flour, wheat.....	96	105	97	95	120
Corn meal.....	89	99	94	98	103
Eggs.....	76	80	85	86	79
Butter.....	85	93	96	94	95
Potatoes.....	182	118	102	144	78
Sugar.....	104	104	92	88	117
Milk.....	93	96	98	99	98
All articles, weighted according to consumption.....	91	94	98	100	99

## PRICES OF FOOD IN VARIOUS FOREIGN COUNTRIES.

## AUSTRIA (VIENNA).

The prices quoted in the tables below are in the case of meats from the Central Meat Market and those for other articles are from the public markets. They show the general advance of prices in Vienna between July 25, 1914, and July 24, 1915.

As a fair basis of comparison in calculating the per cent of increase in the prices of articles mentioned below, the lower prices for the respective dates have been used. All meats show a marked advance; beef, fore quarter, 248.6 per cent; beef, hind quarter, 250.6 per cent; steak, 247.1 per cent; veal, 248.6 per cent; pork, 132 per cent. Butter has advanced in price 82.8 per cent; eggs, 140.3 per cent; potatoes, round, 30 per cent; lentils, 221.1 per cent; peas, 129.2 per cent; sauerkraut, about 200 per cent. All fruits show a very sharp rise in prices. The increase in the prices of vegetables, while not so great as in meats, etc., is of considerable moment.

## RETAIL PRICES OF FOOD IN VIENNA MARKETS JULY 25, 1914, AND JULY 24, 1915.

[Source: Neue Freie Presse, Vienna, July 26, 1914, and July 25, 1915.]

Articles.	July 25, 1914.	July 24, 1915.
Beef, fore quarter..... per pound..	\$0.0740—\$0.1660	\$0.2580—\$0.4790
Beef, hind quarter..... do....	.0810— .1930	.2840— .5060
Beef, steak..... do....	.1380— .2300	.4790— .5520
Veal..... do....	.0740— .1980	.2580— .3680
Pork..... do....	.1470— .2030	.3410— .4420
Cabbage, white..... each..	.0230— .0284	.0284— .0812
Cabbage, red..... do....	.0284— .0406	.0325— .0812
Cauliflower..... do....	.0406— .1015	.0244— .1218
Head lettuce..... do....	.0081— .0162	.0102— .0305
Endive..... do....	.0081— .0203	.0081— .0244
Cucumbers..... do....	.0244— .0731	.0284— .0812

RETAIL PRICES OF FOOD IN VIENNA MARKETS JULY 25, 1914, AND JULY 24, 1915—  
Concluded.

Articles.	July 25, 1914.	July 24, 1915.
Corn on the cob.....each.....	\$0.0203-\$0.0325	\$0.0284-\$0.0406
Pumpkins.....do.....	.0528-.1015	.0812-.2842
Lemons.....do.....	.0102-.0142	.0365-.0508
Oranges.....do.....	.0203-.0325	.0325-.0117
Potatoes, new, round.....per bushel.....	1.1050-1.3260	1.4364-2.0991
Potatoes, kidney.....do.....	1.3260-1.5469	1.7679-2.3204
Onions.....per pound.....	.0276-.0368	.0497-.0608
Mushrooms.....do.....	.3683-.4419	.6445-.7366
Spinach.....do.....	.0184-.0368	.0534-.0663
Beans, green.....do.....	.0221-.0460	.0405-.0644
Sanerkrout.....do.....	.0147-.0239	.0442
Tomatoes.....do.....	.0184-.0442	.0405-.0589
Apples.....do.....	.0442-.2762	.0479-.0737
Pears.....do.....	.0258-.1031	.0442-.1326
Cherries.....do.....	.0626-.1289	.0810-.1841
Wild cherries.....do.....	.0737-.1473	.1105-.2209
Apricots.....do.....	.0276-.0737	.0958-.1841
Wild strawberries.....do.....	.1473-.2762	.3315
Raspberries.....do.....	.1105-.1473	.1105-.2209
Blueberries.....do.....	.0405-.0516	.0737-.0884
Gooseberries.....do.....	.0442-.0516	.0737-.1105
Currants.....do.....	.0405-.0737	.0693-.1105
Greengages.....do.....	.0368-.0663	.0516-.0644
Hazelnuts.....do.....	.1031-.1363	.1473-.1694
Walnuts.....do.....	.1105-.1326	.1399-.1768
Lentils.....do.....	.0516-.0884	.1657-.2025
Peas.....do.....	.0442-.0884	.1013-.1841
Butter.....do.....	.2357-.3830	.4309-.5524
Peas, green, unshelled.....per quart.....	.0671-.1342	.2236-.2383
Eggs, fresh.....per dozen.....	.1563-.1949	.3756-.4060

## CANADA.

The Labor Gazette for August contains a somewhat extended review of the effect of the war upon Canadian prices; the situation is reviewed somewhat generally as far back as 1900. Following the depression of 1908 there was a steady increase in prices, coupled with a considerable degree of industrial activity, up to early in 1913. In the beginning of 1914 food prices had, however, fallen from the high level reached in 1912, as the result of bountiful crops in 1912 and 1913. With the outbreak of the war grain, flour, bread, oatmeal, tea, sugar, and meat rose in price; cotton fell, while prices in the metal market fluctuated irregularly. Flour reached a record price in February and in May, since which time it has dropped considerably. Considerable advance in price occurred in metals in February, notably in zinc and antimony, quicksilver, lead, tin, copper, and brass; drugs and chemicals had risen sharply at the outbreak of the war. Carbolic acid increased from 10 cents per pound in August to \$1.50 in February. However, by the beginning of the summer of 1915, apart from commodities used in war or unobtainable on account of the war, the markets began to show comparative steadiness, although, with a few exceptions, price levels were considerably higher than before the war.

A table is here added to show the relative wholesale prices of certain more important foodstuffs. It is noticeable that all groups rose in price immediately on the outbreak of the war and remained on a

level higher than the year before, except meat, fish, fruits, and vegetables, the supply of which was not reduced seriously by war conditions and the demand for which was curtailed.

INDEX NUMBERS OF WHOLESALE PRICES, BY GROUPS OF COMMODITIES AND BY MONTHS, JANUARY, 1914, TO JULY, 1915.

[Average prices 1890-1899=100.]

1914.

Commodities.	Jan.	Feb.	Mar.	Apr.	May.	June.	July.	Aug.	Sept.	Oct.	Nov.	Dec.
Grains and fodder.....	140.9	142.8	145.8	145.4	149.8	151.3	150.4	161.3	169.9	167.1	175.9	178.5
Animals and meats.....	194.2	193.8	196.2	194.8	193.1	196.6	195.7	199.9	200.1	187.6	177.9	174.2
Dairy products.....	179.9	169.6	162.9	148.6	129.5	129.6	131.3	140.5	147.1	162.6	171.5	180.1
Fish.....	153.9	154.8	156.1	157.4	166.9	168.2	148.9	154.8	159.7	159.7	157.4	160.0
Fruits and vegetables.....	125.2	127.8	139.4	136.8	144.4	131.6	131.2	116.7	123.7	111.6	111.3	114.2
Miscellaneous food articles.....	112.9	112.8	112.5	112.6	113.2	112.7	112.5	119.3	136.0	133.5	133.0	132.2
Textiles.....	135.2	134.4	133.8	133.6	135.2	135.4	132.8	138.7	135.0	134.2	129.0	124.6
Hides, leather, etc.....	168.1	168.1	169.9	172.6	173.3	172.8	173.6	171.3	172.6	173.0	171.4	175.6
Metals.....	114.7	115.4	115.3	114.7	110.8	109.7	109.2	113.6	123.5	114.5	112.5	113.4
Implements.....	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	108.2	108.2
Fuel and lighting.....	113.6	114.4	114.2	113.7	110.9	110.2	109.0	108.6	109.3	108.9	108.5	109.1
Lumber.....	183.5	184.2	183.0	182.4	183.6	183.4	183.2	182.1	180.6	180.8	178.4	179.5
Miscellaneous building materials.....	114.0	114.1	113.8	113.3	112.7	111.3	110.8	109.8	110.5	109.9	108.1	108.6
Paints, oils, etc.....	140.2	141.3	140.2	140.8	140.6	140.1	140.6	140.4	140.6	142.4	139.5	142.9
House furnishings.....	128.8	128.8	128.8	128.8	129.0	128.8	128.8	128.8	132.3	132.6	132.6	132.6
Drugs and chemicals.....	111.1	111.1	111.1	111.6	111.6	111.6	121.4	137.3	141.1	140.2	139.7	139.7
Furs, raw.....	226.5	230.3	236.0	241.3	241.3	230.9	235.0	208.6	208.6	172.5	137.5	96.1
Liquors and tobaccos.....	138.8	138.8	138.8	133.4	138.4	138.4	128.3	128.3	138.3	138.6	138.7	138.3
Sundries.....	109.3	109.9	108.2	108.4	108.9	106.8	106.2	106.5	109.1	107.8	110.0	111.5
All commodities.....	136.5	136.6	137.0	136.7	136.3	135.3	134.6	136.3	141.3	138.7	137.5	137.6

1915.<sup>1</sup>

Commodities.	Jan.	Feb.	Mar.	Apr.	May.	June.	July.
Grains and fodder.....	191.7	211.1	209.3	204.3	200.0	188.1	191.5
Animals and meats.....	178.2	176.4	181.0	185.7	194.5	193.8	191.9
Dairy products.....	178.3	174.0	163.7	161.0	147.0	142.2	142.2
Fish.....	160.0	160.0	153.9	145.1	148.5	144.8	141.7
Fruits and vegetables.....	114.9	117.1	116.9	115.3	116.6	118.1	114.7
Miscellaneous food articles.....	127.1	138.3	141.1	142.7	142.2	141.6	136.7
Textiles.....	126.5	132.5	136.5	145.4	143.9	141.3	151.2
Hides, leather, etc.....	178.1	181.6	186.2	179.5	176.1	176.1	175.6
Metals.....	113.8	124.0	138.2	146.5	153.5	<sup>2</sup> 159.5	<sup>2</sup> 160.5
Implements.....	108.3	106.8	106.8	110.5	111.2	111.2	113.0
Fuel and lighting.....	108.9	107.8	107.6	107.6	105.5	105.6	106.5
Lumber.....	180.7	181.3	181.1	177.5	177.5	176.1	175.0
Miscellaneous building materials.....	108.3	108.3	110.1	111.2	111.1	114.0	120.6
Paints, oils, etc.....	141.4	145.7	147.0	150.6	154.6	153.5	153.0
House furnishings.....	132.6	133.8	136.1	136.6	136.3	136.3	136.3
Drugs and chemicals.....	139.6	149.5	155.4	156.3	159.5	159.5	159.5
Furs, raw.....	121.8	128.1	133.8	133.8	153.8	142.0	144.0
Liquors and tobaccos.....	138.3	138.2	137.8	137.8	135.0	135.0	135.0
Sundries.....	113.6	110.8	116.0	115.8	117.2	117.2	116.0
All commodities.....	138.8	143.8	145.9	147.0	147.6	<sup>2</sup> 147.3	<sup>2</sup> 147.1

<sup>1</sup> Preliminary figures.

<sup>2</sup> Including abnormal rises in prices of zinc and spelter, the index numbers for June and July for all commodities would be 149.5 and 149.7, respectively, and for metals, 184.2 and 194.6.



## DENMARK (COPENHAGEN).

Since the beginning of the war the Danish statistical office has from time to time received reports of prices in certain localities through the local committees organized under the act of August 7, 1914, for the regulation of prices of food products and other commodities. Returns from these committees up to July indicate that the prices of many of the principal articles of consumption have shown a tendency to advance during the year July, 1914, to July, 1915. This increase in prices, however, varies considerably in the different classes of commodities. During this period the price of bread has increased 33 to 50 per cent; meal, cereals, peas, and similar products as a class have increased about 75 per cent; in meats, pork, and provisions the range of increase is from 33 to 50 per cent; butter and oleomargarine, 20 to 30 per cent; sugar, oil, and many of the colonial products, on the other hand, have not substantially increased in price. The prices of the ordinary kinds of fish and vegetables have not been appreciably advanced; this is not true, however, of potatoes.

As an indication of the advance in prices of articles of household necessity the table following, which shows relative prices, has been prepared:

RELATIVE PRICES OF 10 ARTICLES OF HOUSEHOLD CONSUMPTION FOR THE YEAR ENDING JULY, 1915, BY MONTHS, BASED ON PRICES IN COPENHAGEN.

[Prices, July, 1914, = 100.<sup>1</sup>]

Articles.	1914					1915						
	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May.	June.	July.
Bread, rye (foreign rye)....	133	146	146	146	146	152	152	152	152	152	152	152
Bread, rye (cooperative bakery).....	134	127	127	131	131	131	134	134	134	134	134	134
Flour, wheat.....	127	113	113	113	113	113	118	121	121	124	127	130
Beef.....	100	100	100	100	100	100	104	105	112	125	141	149
Pork.....	100	100	110	110	110	120	122	126	<sup>2</sup> 136	136	136	136
Loin (tender).....	91	82	75	80	85	89	89	90	110	110	110	120
Eggs, fresh.....	100	112	150	175	185	199	171	136	110	115	123	140
Butter.....	107	98	114	118	122	127	125	115	117	117	118	122
Oleomargarine.....	105	111	116	116	116	116	116	116	130	130	130	130
Coke.....	(200)	120	120	120	128	132	147	176	176	176	184	217

<sup>1</sup> Statistiske Efterretninger utgivet af det Statistiske Departement. (Vol. 7, No. 18.)

<sup>2</sup> Maximum price.

The following table shows the actual prices of some of the more important articles of household consumption at different periods between July, 1914, and July, 1915:

RETAIL PRICES OF PRINCIPAL COMMODITIES OF HOUSEHOLD CONSUMPTION IN DENMARK, AT INDICATED PERIODS IN 1914 AND 1915.

Articles.	July, last week, 1914.	August, first week, 1914.	Octo- ber, last week, 1914.	Decem- ber, last week, 1914.	May, 1915 (aver- age).	June, 1915.	July, 1915.
	Cents.	Cents.	Cents.	Cents.	Cents.	Cents.	Cents.
Milk, unskimmed, per quart.....	4.8	5.0	5.0	4.5	4.7	4.8	5.6
Butter, creamery, per pound.....	28.6	26.8	31.0	32.9	31.5	31.6	<sup>1</sup> 32.6-33.7
Oleomargarine, per pound.....	15.7	16.4	17.9	16.7	17.2	17.4	17.9-21.4
Eggs, fresh, Danish, per dozen.....	23.3	23.3	40.2	46.5	27.5	29.4	<sup>1</sup> 36.0
Potatoes, per bushel.....	142.8	61.2	48.2	51.0	36.2	34.8	<sup>2</sup> 94.8
Peas, yellow, per pound.....	5.4	6.3	9.1	8.3			9.8
Rye meal, per pound.....	3.0	<sup>3</sup> 4.5	4.5				
Wheat flour, American, per pound.....	3.8	4.4	4.1		<sup>4</sup> 5.1	<sup>4</sup> 5.2	4.7- 5.5
Oats, hulled, cleaned, per pound.....	4.8	5.6	6.2	7.1	7.3	7.4	7.5- 8.9
Rice, per pound.....	5.6	6.7	8.4	7.9	7.0	7.1	7.4
Rye bread, loaf, per pound.....	<sup>5</sup> 1.8	<sup>5</sup> 2.4					2.4- 2.8
Mixed bread, wheat and rye, per pound.....			2.3	2.4			
Bread, rye flour, best, per pound.....	<sup>5</sup> 2.9	<sup>5</sup> 3.0	<sup>5</sup> 3.3	4.6	5.0	5.0	5.1
Bread, French, wheaten, per pound.....	<sup>5</sup> 5.6	<sup>5</sup> 6.2	<sup>5</sup> 6.2	5.3	6.0	6.1	6.1
Pork, fresh, shoulder, brisket, per pound.....	13.4	12.2	14.6	15.0	18.8	19.2	23.0
Pork, salt, per pound.....	15.2	14.6	18.2				
Lard, spiced, per pound.....	12.8	12.8	20.0	21.5	22.6	22.6	<sup>6</sup> 24.2
Herring, fresh, each.....	1.7	1.7	1.5	1.2	1.0	1.1	
Plaice, medium size, per pound.....	24.5	24.5	17.5	14.3	12.2	12.9	
Sugar, brown or moist, per pound.....	4.4	4.4	4.8	4.4	4.4	4.4	4.4
Kerosene, per gallon.....	16.8	16.8	19.6	14.2	13.5	13.5	20.3
Coal, household, per bushel.....	16.0	( <sup>7</sup> )	17.4	16.1	25.1	25.3	31.6
Coke, crushed, per bushel.....	11.8	( <sup>7</sup> )	14.2	10.6	14.8	16.0	25.6
Coffee, Santos, mixture, cheapest, per pound.....					26.7	27.2	27.1
Beef, fresh, forepart, per pound.....					15.7	18.1	<sup>1</sup> 20.7-30.4
Beef, steak, per pound.....					21.2	23.7	
Veal, forepart, per pound.....					16.7	18.1	<sup>1</sup> 20.7-23.1
Potato flour, per pound.....					7.7	8.3	8.9

<sup>1</sup> Grade not specified.

<sup>2</sup> Old.

<sup>3</sup> Price Aug. 15.

<sup>4</sup> Pillsbury's best.

<sup>5</sup> Reported from a single cooperative bakery.

<sup>6</sup> Not spiced.

<sup>7</sup> Prices in August very irregular; increases as high as 100 per cent.

## ROUMANIA.

The table which follows shows the variations in the prices of six of the leading cereals in the markets of Roumania by months.

Without exception, but in varying amounts, the prices of each class were lower in the first half of the year, while in the second half of the year there was, generally speaking, an increase as compared with the corresponding months of 1913.

For the purpose of comparison an average price for each grain is shown for the months January to June, and July to December, as well as the variations in prices from those of the corresponding period of 1913. A marked decrease is noticed for the first period, and a material increase for the latter half of the year.

PRICES OF SIX CEREALS IN ROUMANIA 1914, AND INCREASE OR DECREASE IN PRICES COMPARED WITH CORRESPONDING PERIODS OF 1913.<sup>1</sup>

[Wholesale prices per 100 pounds.]

Months.	Wheat.		Corn.		Rye.		Oats.		Barley.	
	Price.	In-crease (+) or de-crease (-) com-pared with 1913.	Price.	In-crease (+) or de-crease (-) com-pared with 1913.	Price.	In-crease (+) or de-crease (-) com-pared with 1913.	Price.	In-crease (+) or de-crease (-) com-pared with 1913.	Price.	In-crease (+) or de-crease (-) com-pared with 1913.
January.....	\$1.485	—\$0.169	\$0.950	—\$0.200	\$1.064	—\$0.213	\$0.922	—\$0.354	\$1.006	—\$0.320
February.....	1.536	— .136	.997	— .075	1.096	— .197	.940	— .436	.993	— .323
March.....	1.532	— .155	1.036	— .134	1.162	— .175	.968	— .365	1.003	— .302
April.....	1.498	— .206	.989	— .042	1.151	— .159	.957	— .389	.991	— .279
May.....	1.584	— .102	1.027	— .060	1.195	— .060	1.062	— .227	1.070	— .135
June.....	1.651	+ .038	1.045	+ .027	1.222	+ .008	1.050	— .094	1.102	— .015
July.....	1.571	— .025	1.056	+ .028	1.162	— .039	1.009	— .039	1.079	— .015
August.....	1.511	— .018	1.116	+ .106	1.055	— .081	.942	+ .013	.980	— .058
September.....	1.608	+ .127	1.138	+ .121	1.116	+ .023	.903	— .020	.859	— .049
October.....	1.674	+ .245	1.134	+ .137	1.484	+ .417	.942	+ .039	1.031	+ .079
November.....	1.769	+ .309	1.192	+ .263	1.868	+ .805	1.083	+ .186	1.190	+ .229
December.....	1.729	+ .267	1.208	+ .240	2.010	+ .924	1.008	+ .076	1.319	+ .341
Average for year.	1.596	+ .015	1.074	+ .034	1.299	+ .105	.982	— .134	1.060	— .069
January to June.....	1.548	— .122	1.008	— .081	1.149	— .132	.983	— .311	1.028	— .226
July to December...	1.643	+ .151	1.141	+ .150	1.449	+ .341	.981	+ .043	1.093	+ .088

<sup>1</sup> Buletinul Statistic al Romaniei, Directiunea Statisticii Generale. Seria III, Vol. XII, No. 38-39.

## EMPLOYMENT IN VARIOUS COUNTRIES.

## CANADA.

The Labor Gazette of the Canadian Department of Labor for August, 1915, reports that industrial and labor conditions during July showed little change from those of June; there was the usual midsummer lull in business. The recruiting in Canada of some 1,700 mechanics for work in the munition factories of Great Britain caused a lessening of the supply of this class of workmen. The lumbering industry in eastern Canada continued fairly active, while some improvement was noted in the industry in British Columbia. In manufacturing industries war orders accounted for most of the continued activities. The building trades were much quieter than during the previous month, while machinists in the metal trades were in considerable demand. No changes of note occurred in most of the industries. Unskilled labor was in much greater demand by reason of the call for farm help and the continued call for recruits.



GERMANY, JUNE, 1915.<sup>1</sup>

Reporting on conditions in the labor market for June, 1915, the Imperial Statistical Office notes that for the majority of industries there has been no change in conditions over those prevailing in the preceding month. The usual summer slackness in business has been more or less counterbalanced by the increased work demanded as a result of increasing army contracts. Conditions were particularly active in coal mining and in the iron industry, which were unable to supply the demand; a similar state of affairs prevailed in the machinery and tool industries, the machinery industry showing a high degree of activity in so far as the establishments had adapted themselves for the making of war materials. Activity in the textile industries decreased as a result of a decrease in army contracts, while, on the other hand, large sales were the rule in the food products industries. Those industries which to a large extent are dependent upon the export trade, such as potash, mining, and certain branches of the chemical industry, and those engaged in the production of luxuries, showed somewhat less activity than usual.

## RETURNS FROM EMPLOYERS.

Returns from 340 employers of labor showed 322,974 workmen employed, as compared with 376,532 during the corresponding month of 1914, being a decrease of 14.22 per cent. The decrease in the number of male workers employed as compared with the preceding year was in June, 1915, smaller than in any month since the outbreak of the war, while, on the other hand, the increase in the number of female workers employed was the largest of any month.

The relative decrease in numbers employed in different industries in June, 1915, as compared with June, 1914, was as follows:

	Per cent.
Mining and smelting.....	19. 53
Iron and steel and metal industry.....	<sup>2</sup> 7. 83
Machine industry.....	17. 26
Electrical industry.....	35. 87
Chemical industry.....	36. 60
Textile industry.....	4. 60
Woodworking and carving.....	29. 58
Food products.....	. 59
Clothing industry.....	15. 01
Glass and porcelain industry.....	39. 14
Paper making and printing industry.....	37. 60
Miscellaneous (including building materials and navigation).....	53. 72

<sup>1</sup> Reichs-Arbeitsblatt, hrsg. vom K. Statistischen Amte, Abteilung für Arbeiterstatistik. Berlin. July, 1915.

<sup>2</sup> Increase.

## RETURNS FROM TRADE-UNIONS.

Thirty-six trade-unions sent in returns as to the ratio of unemployment among their members on June 30. These had a membership of 1,057,137, although the information compiled pertained only to 998,563. Since the outbreak of the war the ratio of the unemployed to total membership reported stands thus:

	Per cent.
August, 1914.....	22.4
September, 1914.....	15.7
October, 1914.....	10.9
November, 1914.....	8.2
December, 1914.....	7.2
January, 1915.....	6.5
February, 1915.....	5.1
March, 1915.....	3.3
April, 1915.....	2.9
May, 1915.....	2.9
June, 1915.....	2.6

The percentage of unemployed in the six largest Social-Democratic trade-unions appears as follows:

PER CENT UNEMPLOYED AT END OF EACH MONTH IN THE SIX LEADING SOCIAL-DEMOCRATIC TRADE-UNIONS IN GERMANY, AUGUST, 1914, AND JANUARY TO JUNE, 1915.

Trade-unions.	Member- ship June 30, 1915.	1914	1915					
		Aug.	Jan.	Feb.	Mar.	Apr.	May.	June.
Metal workers.....	272,127	21.5	3.0	2.3	1.8	1.7	1.5	1.4
Factory workers.....	110,748	16.4	4.8	11.5	7.3	2.8	2.3	1.4
Building trades.....	102,670	16.3	13.9	3.9	2.5	1.5	1.1	1.0
Transportation workers.....	92,203	10.8	3.9	2.9	1.4	1.3	1.3	1.0
Woodworkers.....	89,000	33.0	13.4	9.6	6.5	5.6	4.8	4.0
Textile workers.....	80,130	28.2	5.3	5.1	4.1	4.8	5.5	5.0

## RETURNS FROM SICK FUNDS AND LABOR EXCHANGES.

Returns from the sick funds show that the male membership, compared with last month, has decreased 1.97 per cent, while the female membership has increased 0.34 per cent; the total number of employed members of both sexes decreased by 85,587, or 1 per cent. This decrease of the membership does not seem extraordinarily high if compared with June, 1914, which showed a decrease of 0.21 per cent over that of May, 1914.

Of the 1,132 exchanges in Germany regularly in touch with the labor office, reports as to adjustments in employment were received from 924 exchanges. Compared with reports from the same exchanges for the corresponding month (June) of the preceding year there was a decline in the number of applicants for positions of 164,000 in round numbers.

For every 100 situations registered as vacant, the number of applicants during each of the indicated months stood as follows:

	Males.	Females.
June, 1914.....	168	101
May, 1915.....	99	158
June, 1915.....	96	157

### SWEDEN.

As the system of public employment exchanges in Sweden has become fairly well organized, the statistics furnished by them may be considered a rough measure of the movement of the supply of and demand for labor. And if we may judge from the comparative statistics of adjustments in the supply of and demand for labor in Sweden<sup>1</sup> in June, 1914, and June, 1915, it would appear that there has been a considerable increase in the demand for positions in 1915 as compared with 1914. The number of applicants for positions in June, 1915, was 22,442, as compared with 15,429 in June, 1914, and 21,387 in May, 1915. Stated in proportion, the number of applicants per each 100 vacancies in June, 1914, was 104, as compared with 135 for June, 1915, and 118 for May, 1915. Some employment exchanges reported a scarcity of labor in the iron and metal industry, in stone cutting, among tobacco workers, and, to a limited extent, in the sugar industry. Conditions in the building industry have improved slightly, while in agriculture there has been an active demand for labor.

The percentage of unemployment in Swedish trade-unions showed a slight decrease from that of the preceding month; i. e., from 7.8 per cent to 7 per cent. A comparative table for each of the months of the years 1912 to 1915 is submitted. It may be noted that the number reported as unemployed, on which these per cents are based, does not include those unemployed by reason of sickness or strikes or lockouts. The table follows:

PER CENT OF UNEMPLOYMENT IN SWEDISH TRADE-UNIONS ON THE FIRST OF EACH INDICATED MONTH FOR THE YEARS 1912 TO 1915.

[Source: Kommersiella Meddelanden utgivna av Kungl. Kommerskollegium, Stockholm, 1915, vol. 2, No. 15, p. 691.]

Year.	Jan.	Feb.	Mar.	Apr.	May.	June.	July.	Aug.	Sept.	Oct.	Nov.	Dec.
1912.....	8.5	11.1	8.4	6.5	5.2	3.7	3.3	2.8	2.7	2.9	3.6	5.7
1913.....	8.4	8.9	7.1	5.7	4.0	2.6	2.7	2.5	2.3	2.2	2.6	4.4
1914.....	7.5	10.4	7.5	6.5	5.1	3.2	3.1	3.0	8.1	7.7	8.1	10.3
1915.....	15.0	14.8	12.0	11.1	7.8	7.0	.....	.....	.....	.....	.....	.....

<sup>1</sup> Sociala Meddelanden utgivna av K. Socialstyrelsen. Stockholm, 1915. No. 7.



## COMPULSORY REPORTING BY EMPLOYMENT EXCHANGES IN GERMANY.

By a recent resolution of the Federal council (*Bundesrat*) in Germany it has been made obligatory for all free employment offices to make reports of their activities to the imperial statistical offices.<sup>1</sup> It is left to the Federal governments to execute this resolution and to make it effective by proper decrees on the authority of the law of June 2, 1910, regulating the procuring of employment. So far the following States of the Empire have issued during the current year the necessary decree: Prussia (May 26); Bavaria (June 8); Grand-Duchy of Hesse (May 22); Duchy of Anhalt (May 21); Principality of Schwarzburg-Sondershausen (June 2); city of Bremen (June 2); and Alsace-Lorraine (May 29).

The essential contents of these decrees are the following:

(a) Not later than July 1, 1915, each individual employment office must furnish to the imperial statistical office, division of labor statistics, the following information: (1) Name of the employment office; (2) name of the persons or corporations maintaining the employment office; (3) place of business (street and number); (4) name of manager; (5) telephone number; and (6) office hours.

Any change in the above data as well as the opening of new free employment offices must likewise be reported within three days. Blanks for this information are not furnished by the imperial statistical office.

(b) All free employment offices, with the exception of those for mercantile, technical, and clerical help must on two fixed days of each week report on a card furnished by the imperial statistical office the number of those applications and vacancies which up to the time of the report could not be disposed of and probably can not be disposed of up to the time of issuing the Labor Market Bulletin (*Arbeitsmarkt-Anzeiger*). These cards must be mailed in due time so that they may reach the imperial statistical office, division of labor statistics, with the first mail on each Monday and Thursday.

From this obligation to report there may be exempted those employment offices which are already required to report to a local public employment office or to some other agency collecting the above data, provided that these report to the imperial statistical office the number of undisposed-of applications and vacancies. Employment offices which presumably do not fill more than 200 vacancies in a year may also be exempted. In Prussia applications for exemption from the obligation to report must be addressed to the government presidents or police presidents; in the Grand-Duchy of Hesse

<sup>1</sup> Reichs-Arbeitsblatt hrsg. vom. K. Statistischen Amte, Abteilung für Arbeiterstatistik, Berlin, 1915. June.

through the district offices to the minister of the interior; in the Duchy of Anhalt to the ducal government department of the interior; and in Bremen to the police committee of the senate.

Each free employment office must appoint a business manager who shall be responsible for compliance with the above provisions. Noncompliance with these provisions is punishable with a fine of up to 150 marks (\$35.70), or with imprisonment.

## UNEMPLOYMENT STATISTICS IN FOREIGN COUNTRIES.

### INTRODUCTION.

The activity of the labor market, the demand for employment, and the amount of unemployment are the subjects of periodical reports by nearly all the principal European countries. The original sources from which this information is gathered are generally five in number: (1) Monthly and annual reports of both public and private employment offices; (2) monthly reports on schedules by leading employers or manufacturing concerns; (3) reports from sick benefit and unemployment insurance funds as to amount of unemployment among their membership; (4) monthly reports from trade-unions as to the number of their membership and the amount of unemployment therein; (5) general population censuses and occasional special unemployment censuses, both national and municipal. In addition to these, perhaps, may be added the regular emigration statistics which from the earliest times have been a rough measure of the movement of the supply and demand for labor. These last-named statistics are very complete in practically all European countries.

In this connection mention should be made of the annual reports issued by most European countries by their factory and mining inspectors which give from year to year changes in the number employed, hours of labor, and sometimes wages. These present positive information as to the actual amount of employment, as distinguished from the amount of unemployment.

Nonstatistical reports from local correspondents or from employers report the state of the labor market as quiet or active, or give other text statements. This is the case in Great Britain, Canada (only method), Belgium, Germany, France, Italy, Spain (only method), New Zealand, Australia, Netherlands, Italy, and Sweden.

The current reports on unemployment here indicated are found in all cases in the official periodicals of labor offices of the various countries. Annual summaries are found in the statistical yearbooks of the respective countries, while unemployment census reports are either contained in a general population or industrial census or issued as separate reports.

Considerable of the material presented in the following pages has been compiled from a report by the German imperial statistical office on labor statistics in the most important industrial States<sup>1</sup> and from the reports of the International Association on Unemployment.<sup>2</sup> All reports of the various kinds indicated above have also been examined and the material brought up to date.

A list of the titles examined is appended (pp. 74-77). This list has been cast into library cataloguing form in order to make the finding of any title easy; titles in foreign languages have been translated.

## GREAT BRITAIN.

### EMPLOYMENT EXCHANGES.

The labor exchanges act of 1909 created a unified and coherent system of employment offices, or labor exchanges, as they are termed in the act. Central control is lodged in the Board of Trade, Labor Exchanges and Unemployment Insurance Department. The country is divided into eight districts with a division head, and within these districts are the local agencies. The act provides for the taking over of all existing private and public exchanges consenting thereto. The system is therefore a national one; it is also unconnected in any way with the poor-relief system; its services are free of charge, voluntary, and nonpartisan. Employees are assisted by securing an advance of their necessary fare to a place of work.

For purposes of operation, two kinds of employment registers are kept: (1) A general register and (2) a casual employment register.

Reports from the exchanges affiliating in the national system are published monthly and annually in the British Board of Trade Labor Gazette under the title, "Board of trade labor exchanges." The tables are accompanied by explanatory text and are presented by trades and districts and separately for adults and juveniles and by sex. The tables show the applications on hand at the beginning of the period for which the table is made out, those received during this period and those still on file at the end of this period, the vacancies of which the exchanges were notified during this period, and the vacancies filled during the period.

Special tables are prepared for casual employments (dock laborers, cloth porters at Manchester, and cotton porters at Liverpool) and for the activities of women's employment bureaus not subject to control by the board of trade.

The Salvation Army publishes monthly reports on employment procured by it.

<sup>1</sup> Gebiete und Methoden der amtlichen Arbeitsstatistik in den wichtigsten Industriestaaten. Bearb. im K. Statistischen Amte, Abteilung für Arbeiterstatistik. Berlin, 1913 (Beiträge zur Arbeiterstatistik Nr. 12).

<sup>2</sup> Conférence Internationale du chômage: Compte rendu de la Conférence Internationale, Paris, Sept. 18-21, 1910. 3 vols. Paris, 1911.



## TRADE-UNION STATISTICS.

Monthly returns are made to the Board of Trade department of labor statistics by those unions which pay unemployment benefits. The returns relate to the number receiving unemployment aid on a certain day of the month plus those still unemployed who have exhausted their benefits. This number compared with total membership registered on that day gives the percentage of unemployment. Members on strike, locked out, and superannuated are excluded both from the count of the total membership and from the number unemployed, and sick members are excluded only from the last group. All unions do not make reports, and therefore the information as to the state of the labor market as presented by this class of statistics is somewhat limited. On examination it will be seen that considerable changes in the membership on which the tables are based occur from year to year. Therefore the percentages, being computed on different bases, are to be used cautiously.

The trades represented in the trade-union returns are building, woodworking, coal mining, iron and steel, engineering, shipbuilding, printing, bookbinding, and paper, textiles, miscellaneous leather trades other than the boot and shoe trade, certain miscellaneous metal trades, woodworking and furnishing, clothing, glass, pottery, and tobacco trades.

## RETURNS FROM EMPLOYERS.

The returns from employers in certain trades relate to the numbers employed, wages paid, and days worked per week. The increase or decrease for the month and over the year preceding is also given. In the pig iron, tin plate, and steel industries the returns include the number of works open and the number of furnaces and mills in operation.

The returns as a whole are valuable because they relate to conditions of the labor market for some trades not included in the trade-union returns, e. g., iron, shale, and other mining, tin plate and pig iron manufacture, boot and shoe making, linen, lace, jute, hosiery, and silk trades, food preparation, dock and riverside seamen, and agriculture.

## DISTRESS COMMITTEE RETURNS.

Up to the time the unemployment insurance act of 1911 came into force, reports of the distress committee were the best and only sources of information concerning the amount of unemployment among a class of workmen just able to keep themselves out of those conditions of living which would have brought them within the scope of the relief of the poor law. The class of workmen who may make application for assistance to the distress committee includes "the normally self-supporting workman in temporary distress;" it does not include

within its scope of relief, as a rule, trade-unionists or skilled workmen. The reports of the distress committees (published separately as well as in the annual report of the Local Government Board) may now be supplemented by the more reliable reports under the unemployment insurance act.

The monthly table for reports from the distress committees under the unemployed workmen act, 1905, presents information classified by local districts as to (1) number of applicants given unemployment relief, (2) aggregate duration (days) of unemployment relief, and (3) total amount of wages paid, all shown for the current month, for the preceding month, and for the corresponding month of the preceding year.

#### REPORTS UNDER THE UNEMPLOYMENT INSURANCE ACT, 1911.

Under the unemployment insurance act every workman subject thereto must show a so-called unemployment book, and when out of employment he must register it with a labor exchange or other local office of the unemployment fund. Thus there are currently reported the total number subject to unemployment insurance and the number out of work, making it possible to calculate readily the percentage unemployed. The table shown monthly in the British Labor Gazette presents the information classified, first, by industries (including building work, shipbuilding, engineering and iron founding, construction of vehicles, sawmilling, and other trades not specified), and, secondly, by geographical divisions or districts. Weekly percentages are shown and a comparison shown for all trades and districts for the month preceding and for the year preceding.

#### UNEMPLOYMENT CENSUSES.

So far as ascertainable no special unemployment censuses have been taken for Great Britain generally.

#### AUSTRALIA.

The most satisfactory figures available are returns of labor unions. These records show the number of members unemployed at the end of each year, and do not take into account variations in employment throughout the year due to seasonal activity and other causes. A summary of these reports by industries and States shows the number of unions reporting, membership, number of members unemployed, and percentage of unemployment, and the increase or decrease over the corresponding period of the preceding year. These statistics are found in the yearbook issued by the Commonwealth bureau of census and statistics.

Since 1913 these statistics have been published in the Labor Bulletin (quarterly), showing the number of persons out of work three or

more days during the quarter, excluding persons out of work because of strikes or lockouts, and are tabulated under three heads: "Lack of work," "Sickness and accidents," and "Other causes." Similar data have been shown for each month since the outbreak of the war. While these figures are subject to certain limitations, the average percentages and index numbers computed may be taken as denoting the true course of events with substantial accuracy.

The results of the State free employment bureaus are also published in the quarterly bulletin, but as the scope and functions of the different bureaus are not identical, any deductions relative to the state of the labor market are necessarily subject to certain limitations.

### NEW ZEALAND.

The New Zealand Official Yearbook, 1914, presents a summary of unemployed male persons in April, 1911. This summary is shown for 11 principal groups of occupations, and calculated percentages of unemployed of the total number of workers as determined by the censuses of 1906 and 1911 are also shown.

Statistical information relative to the operation of the employment branches of the labor department shows only the number of persons for whom employment was secured, without reference to the number of applications for employment registered or of applications by employers for help.

A special statement is made as to the women's employment branches.

### AUSTRIA.

#### LABOR EXCHANGES.

The Austrian bureau of labor statistics publishes monthly in its monthly bulletin (*Soziale Rundschau*) statistics based on the reports of employment bureaus. In May, 1914, reports were received from 919 employment bureaus, among which were 292 of Provinces, districts, and communes, 36 of trade-unions, 6 of employers' associations, 117 of employees' associations, 24 of societies for the procuring of employment, 24 of other economic societies, 9 of charitable societies, 8 of religious societies, 1 of national societies, 18 licensed employment bureaus, and 381 relief stations (*Naturalverpflegsstationen*). These monthly statistics show separately for men, women, and apprentices the number of applications, vacancies, and positions filled during the month, comparing them with the data for the preceding month, and giving the increase and decrease. Other tables show the vacancies and positions filled per hundred applicants, and give the number of applicants, vacancies, and positions filled, by occupational groups and by classes of employment bureaus.

Annual reports show the same data, and in addition there is shown the period of unemployment of the applicants for positions through



6 separate employment bureaus, and also for 1 group of offices. The period of unemployment is shown in one of the following classifications: (1) Less than 1 day, (2) 1 to 3 days, (3) 4 to 7 days, (4) over 1 to 4 weeks, (5) over 4 to 8 weeks, (6) over 8 to 13 weeks, and (7) over 13 weeks. These statistics show also the total number of applicants who were unemployed when applying for a position and the number of days of unemployment.

An extensive investigation of the organization of workmen's associations undertaken in 1900 included also employment bureaus maintained by these organizations.

#### TRADE-UNION STATISTICS.

Since January, 1914, the Austrian bureau of labor statistics has compiled monthly unemployment statistics based on returns from trade-unions. These statistics show also the amount of unemployment benefits paid by trade-unions to unemployed members.

A combined table for all federations reporting shows: (1) Number of members at close of the month; (2) number of members unemployed at close of the month—(a) receiving unemployment benefits, (b) not in receipt of unemployment benefits, (c) total number of unemployed, (d) number of members who were unemployed since the 1st day of the month; (3) number of days unemployed during the month—(a) with unemployment relief, (b) without unemployment relief, (c) total; (4) amount of unemployment or traveling benefits paid.

Another table shows the state of unemployment in the individual federations, indicating (1) total number of members, number of unemployed, and number of aided unemployed on the last day of the current month; (2) total number of days of unemployment, number of days of unemployment for which relief was granted, and amount of unemployment relief paid; and (3) per cent of members unemployed.

#### SICK RELIEF FUNDS.

Under the sickness insurance system special reports are made annually on their activities; these are also summarized in part 3 of the regular monthly journal of the office of labor statistics. There are also shown the number of members, classified by sex and by individual funds and by trades, the number of days lost from work, etc.

#### CENSUSES OF UNEMPLOYMENT.

An attempt was made to combine the general census of December 31, 1900, with a census of unemployment; this attempt was however limited to 10 large cities and their suburbs. The questions as to unemployment were included in a special schedule relating to housing

statistics. Workmen were requested to state whether they were at present employed, the name, address, and business of their last employer, how long unemployed, and the cause of unemployment—(a) sickness and (b) other reasons.

The tabulation of the information obtained arranged the unemployed according to sex, age, conjugal condition, religion, length of residence in the locality, nativity, legal residence, nationality, knowledge of reading and writing, number in the family, occupation, cause and duration of unemployment.

### HUNGARY.

The earliest data on the subject of unemployment in Hungary were obtained at the time of the census of 1890, in which those persons not having an independent status were requested to indicate the industry or establishment in which they were employed, and those unable to answer this question affirmatively were regarded as unemployed. In the census of 1900 two questions were introduced relative to the cause and duration of unemployment. The census of manufactures of 1905 indicated the number of days during which each establishment was idle in the course of the year.

According to an item in *Soziale Praxis*,<sup>1</sup> Budapest was the first metropolitan city in Europe to undertake a house to house census of the unemployed. This census was taken by about 7,000 voluntary enumerators on March 22, 1914, and determined the total number of unemployed by sex, industries, occupations, age, conjugal condition, and length of residence in Budapest. In addition, the number of days each unemployed person was out of work, and the amount of his loss of earnings, as well as from what means he supported himself while unemployed, were ascertained.

Since 1895 the Hungarian Statistical Office has published data as to the monthly membership of the sick funds. As all workmen employed in industry must become members of a sick fund, these statistics permit conclusions as to the state of unemployment. However, on account of the numerous seasonal industries in Hungary such conclusions can not make claim to great correctness.

### BELGIUM.

#### LABOR-EXCHANGE REPORTS.

Monthly reports are sent in to the bureau of labor by the subsidized labor exchanges (*Bourses du travail*) and published in its journal (*Revue du travail*). These statistics show separately for each sex the number of applications for work, the vacancies, and the vacancies filled through the bureau, and the increase and decrease in these

<sup>1</sup> *Soziale Praxis und Archiv für Volkswohlfahrt*, vol. 24, No. 6, pp. 62 ff. Berlin, October 15, 1914.

data as compared with a preceding date. The data are given separately by exchanges and by industry groups.

The same data are shown in an annual report of the bureau of labor but with the following additional: The age and conjugal condition of the applicants, to what union they belong, whether they can read and write, how many applied for work at least twice during the past year, and the form of wage payment both desired and offered and rates of wages of time workers.

#### TRADE-UNION REPORTS.

Monthly reports are published in the Belgian bureau of labor journal as to the amount of unemployment among trade-union members. These data are based on reports of the local correspondents of the labor office, to whose judgment is left the method by which they may obtain the required data. The schedule used for the district of Ghent contains the following questions: (1) How many members has your society? (2) How many of these were out of work at the middle of the month? (3) How many of these received unemployment benefits? (4) How many did not receive unemployment benefits?

The annual report gives these data in the form of a chart.

#### UNEMPLOYMENT RELIEF FUNDS.

Annually there is published in the journal of the labor office a statement as to the amount of unemployment among trade-unions granting unemployment benefits and receiving subsidies from the State board on returns made each month. Since 1908 this information has been combined by the labor office with that from unions not subsidized.

The large work on the organization of workmen (*Rapport relatif à l'exécution de la loi du 31 mars 1898 sur les unions professionnelles*) gives for each year the number of societies granting unemployment benefits, the total amount of benefits granted by these societies and the average amount for each society, and the percentage of these benefits of the total expenditures of the societies. Another table shows the number given aid, both regular and participating members (*demimembers*), the average benefit received by each aided member, and the percentage of the benefits paid in the individual occupational groups of the total expenditures of the societies.

#### UNEMPLOYMENT CENSUSES.

Both general and special censuses or inquiries as to unemployment have been made in Belgium at various times. The general census of 1896 reported (a) the number of establishments closed at the time of the inquiry and (b) the number of workmen who returned themselves as out of work.



A local unemployment census of Brussels was made by the police authorities in 1894-95 and published in the journal of the labor office (*Revue du Travail*) in 1896. Municipal inquiries were made by Ghent in 1892-93, November, 1896, December, 1897, November, 1898, October, 1902, and November, 1905.

#### DENMARK.

The statistical office has regularly published since 1899 returns from the Danish Federation of Trade-unions (*De Samvirkende Fagforbund*) regarding the amount of unemployment among union membership for each month. From 1899 to 1909 there was shown only the actual number unemployed and total benefits paid each year, but after 1910 there was reported the number of the membership and the per cent unemployed at the end of each month. The data are classified according to geographical divisions, according as reported from provincial towns or from Copenhagen and its suburbs, as well as according to the more important trades; also there is shown the total days of work lost and number lost per person unemployed. Special investigations concerning unemployment in the trade-unions were made recently—on August 22 and October 24, 1914, and on January 23 and March 20, 1915.

Unemployment insurance has been organized in Denmark since April 9, 1907, and under the law regular reports as to the insured membership and the number in receipt of benefits at the close of the fiscal year (Mar. 31) have been issued. These statistics are classified by sex and geographical division. As the formation of these societies is voluntary the statistics are not complete as to unemployment.

With the establishment of a sickness insurance system (law of Apr. 12, 1892) reports as to the number of benefit societies, the number of persons registered as sick, the amounts expended for pecuniary aid, hospital services, etc., have been regularly issued since 1893. The statistics show the number of days lost through sickness and are classified by sex and geographical divisions.

Unemployment returns were also embodied in the general decennial censuses of 1901 and of 1911. These show the number of employees in clerical occupations, the number of workmen in industry, and the number engaged in seafaring occupations unemployed at the time the census was taken. The census of 1901 included as unemployed those out on strike and incapacitated by illness, while the census of 1911 expressly excludes them. These census reports show unemployment by causes, by industrial groups, by certain occupational groups, and by geographical divisions. Results are shown separately for Copenhagen and Fredericksberg, for provincial towns, for rural communities, and for the country as a whole. The data are also classified by five age groups of persons unemployed and by

sex for each occupation or industry showing both the number and per cent unemployed.

The city of Copenhagen alone gives returns from its labor exchange. These reports give the ordinary data, classified by sex, as to the number of applicants for positions, available vacancies, and places filled. From this city returns are also available as to the number of unemployed at a specified day in each month, classified under three occupational groups: (1) Skilled workmen in industries; (2) building trades workers; (3) ordinary laborers; but only since 1910 have reports as to the relative number of unemployed been shown, together with the total number of days lost and days lost per workman unemployed. An annual summary is, however, shown according to 11 industrial groups, showing the per cent unemployed, total days of work lost, and days lost per workman unemployed.

## FRANCE.

### EMPLOYMENT EXCHANGES.

Employment bureaux in France are regulated by the act of March 14, 1904, which among other provisions permitted the municipalities to abolish all private offices operating for profit and to establish municipal exchanges.

Four extensive official investigations (1893, 1901, 1907, 1909) as to the activity of employment bureaus have been made, chiefly to obtain data for legislation to stop the abuses of commercial employment agencies. The investigation of 1909 as to free employment bureaus covered all France and included communal bureaus, trade-union exchanges, bureaus maintained by employers or employees, or by both in cooperation, and those maintained by mutual aid associations, charitable institutions, etc. The results were published in the labor bulletin (*Bulletin du Ministère du Travail*) in 1910 and 1911. An investigation made in 1910 was restricted to communal bureaus.

The yearbook of industrial organizations, both employers and employees (*Annuaire des Syndicats Professionnels*), shows the results of the activity of the trade-union exchanges (*Bourses du travail*) and of their affiliated associations and members, indicating the number of applicants for work, number of vacancies, and number of positions filled; distinction is made between permanent and temporary employment in positions filled.

The monthly tables are published in the bulletin of the labor office and the annual compilation of results appears in the statistical yearbook for France (*Annuaire Statistique Générale de la France*).

### REPORTS FROM TRADE-UNIONS.

The French ministry of labor gives in its bulletin monthly unemployment statistics based on reports of trade associations (*syndicats*

*ouvriers et mixtes*), to which are sent each month schedules with the following questions: (1) How many members in the association on ——— [date]? (2) How many of them were on that date without work or unemployed (in this number are not to be included those who are out of work on account of sickness or strikes)? (3) How many hours per week are generally worked at present? (4) Is employment more or less abundant than in the preceding month? (5) What are the causes? (6) Has there been, since the preceding month, an increase or decrease in wages? (7) What has been the reason for such changes? (8) In your judgment is the condition of the labor market satisfactory?

On this schedule are also placed the requests for information from those union headquarters which act as employment exchanges, the information sought for being (*a*) number of applications for work, (*b*) number of requests for help by employers, and (*c*) number of places filled either as permanent positions or as temporary jobs.

Based on these reports the bulletin shows each month by industries the percentage of organized workmen out of employment and compares it with the percentage a month ago and a year ago.

Annual unemployment statistics on a broader basis are published each February in the bulletin. They show first the general unemployment by months compared with the general averages for these months during the periods 1904–1908 and 1908–1912 and for the corresponding month of the preceding year. Similarly there is shown separately the percentage of unemployment among organized workers in industry and commerce; and, finally, like data are shown by individual industries. These statistics are followed by a comparison of the averages of unemployment with other economic index numbers, such as the average number of days worked per week in coal mines, the index number of prices, the exports, rate of discount, and the assets and the amount of coin in the Bank of France. Comparisons are also made with the current price index numbers for Great Britain and Germany.

The bulletin of the French statistical office presents quarterly, under the title “Unemployment” (*Chomage*), a compilation of the state of unemployment among organized workmen in France, Great Britain, Germany, Norway, Sweden, Belgium, New York, and Massachusetts; the tables are accompanied by charts.

#### REPORTS FROM EMPLOYERS.

Employers in Paris transmit regular returns to the labor office, on the basis of which the number of establishments in each industry may be ascertained; also the number employed, the prevailing hours of labor, and the average daily wages paid. Employers from other parts of France report the general state of the labor market in nonstatis-



tical statements characterizing the labor market as quiet, firm, active, etc.

#### UNEMPLOYMENT CENSUSES.

Since 1896 the general census for France has included a detailed industrial enumeration which makes it possible to classify according to occupations those persons who, while usually employed in a permanent occupation, are out of work on the day of the census. In the part to be filled in by employees and workmen the individual schedules of the census of 1896 contained questions as to the causes of unemployment, (1) whether sickness or invalidity, (2) the regular slack season, (3) other causes; also questions as to the number of days the person concerned had been out of work. These data were classified according to sex, age, conjugal condition, occupation, and districts, and according to the causes and duration of unemployment in relation to age and sex. Unemployment according to occupations, localities, and causes was shown in relative figures.

The general censuses of 1901, 1906, and 1911 also contained questions as to unemployment. In 1901, however, the question as to the cause of unemployment was omitted, and in 1906 the question was formulated thus: "If out of work, how many days? Was sickness the cause?"

#### EMERGENCY PUBLIC WORKS.

Although statistics of emergency public works (*travaux de secours*) should not be regularly classified among unemployment statistics, France, however, puts such special stress on them that they may be mentioned here. Statistics of emergency public works undertaken by communes to alleviate unemployment are annually shown in the bulletin of the labor office. According to a circular letter of the minister of commerce of November 26, 1900, the prefects must annually report on such emergency public works. Emergency public works of a purely charitable character are to be omitted in accordance with a circular letter of the minister of December 31, 1909, an order which has reduced considerably the material to be compiled.

The material is tabulated by Departments showing the number of communes and amount of expenditures, and, whenever possible, the number of persons out of work, the number of days on which they were given work, and the wages paid to them. On the basis of these data the labor office computes the average duration of employment at emergency work, the average total earnings, and the average daily wages of each unemployed person aided. These data are shown by sex, age, and occupation of the unemployed persons aided.

## GERMANY.

## EMPLOYMENT OFFICES.

Most of the large cities of Germany have public employment offices. Reports of the activities of these are summarized monthly in the journal (*Reichsarbeitsblatt*) of the labor division of the imperial statistical office.

The monthly statistics show separately for each sex: (1) The number of new applications received during the current month, the total number of applications on file during the current month, inclusive of those carried forward from the preceding month, and the number of applications received from nonresident and transient applicants; (2) the number of new vacancies, the total number of vacancies, inclusive of those carried over from the preceding month, and the number of vacancies outside of the district of the employment office; and (3) the total number of positions filled and the number of positions filled in localities outside of the district of the employment office reporting. This information is shown in two tables, one giving the above data by individual employment offices, grouped by States and Provinces, and the other by industry groups and States and Provinces.

A number of small tables inserted in the text under the title "The activity of employment offices during the month" show the following data: (1) Total number of applicants, vacancies, and positions filled, by sex, for the current and preceding month and for the corresponding month of the preceding year; (2) the number of vacancies filled, by sex, by the various kinds of employment offices, namely, communal employment offices or those subsidized by communes, other public or public-welfare employment offices, employment offices under joint management of employers and employees (*paritätische*), and offices maintained by employers, guilds, or workmen; (3) the ratio of applications to vacancies in individual industry groups, for individual occupations, and by States and Provinces, all shown by sex, for the current and preceding month, and for the corresponding month of the preceding year; (4) the number of short-term (*kurzfristige*) vacancies, i. e., not exceeding a week, and temporary (*aushilfen*) vacancies filled, classified by individual industry groups and sex.

Separate data are also given every month concerning the procuring of employment for permanent agricultural help and migratory and seasonal workers. A table shows by States and Provinces the applicants for permanent agricultural employment, the vacancies, and the positions filled. The data relating thereto are given by sex and States and Provinces for managing officials, higher-grade help, cow herders (single and married), and lower-grade help, i. e., domestics living with their employer and independent laborers living by

themselves. Another table gives data by sex, States, and Provinces as to the employment of migratory workers. The table shows the number of workmen placed through the German central labor office (*Deutsche Arbeiterzentrale*) and through agricultural corporations, classified as native or immigrant workmen, by race.

The *Reichsarbeitsblatt* publishes quarterly reports as to the activity of employment bureaus maintained for private salaried employees. These reports are similar in form to those dealing with employment offices for workmen.

The annual results of the operations of the most important employment offices are published in the statistical yearbook of the Empire.

#### TRADE-UNION RETURNS.

Returns from trade-unions as to the amount of unemployment among their membership have been reported each month since 1903—formerly quarterly—in the journal already mentioned of the imperial labor office. Only unions which pay unemployment benefits are included in the reports, as only their reports are considered reliable as to unemployment. The schedule in use at present has been in use since 1911 and the different forms used for the second and third months of each quarter vary slightly from that for the first month, the latter containing more details. The reports for the second and third months of each quarter show the entire membership, the number of unemployed members—giving separately those in receipt of aid and those who do not receive benefits—and finally the number of traveling members. All these data are given separately by sexes. The quarterly report shows in addition the total number of days of work lost, the number of workers who received benefits, and the number of days for which benefits were paid and the total amount of benefits paid, all these data being given separately for each sex, and for unemployed members in the locality in question, and for traveling members.

Reports similar to the above are published quarterly as to the amount of unemployment among the membership of associations of private salaried employees.

#### RETURNS FROM EMPLOYERS.

These are in the nature of nonstatistical reports as to the condition of the labor market. Each monthly issue of the imperial labor office journal, also contains a summary table for a group of 12 industries, indicating by industry groups and by sex the number employed on the last day of the current month, the number employed on the last day of the corresponding month of the preceding year, the increase or decrease compared with the corresponding



month of the preceding year, and the corresponding per cent of the year preceding.

#### SICKNESS INSURANCE FUNDS.

The accident insurance law of 1911 provides for a system of sick relief benefits for the support of which the employees are compelled to contribute through locally organized societies or sick funds as they are called. This means that practically every wage earner in Germany is enrolled, and when incapacitated by illness is entitled to receive benefits. Thus the number in receipt of sick benefits would show the number unemployed at any time by reason of such sickness.

Monthly reports are presented in the imperial labor office journal showing their number of funds reporting to the labor office, the number of the membership, and those in receipt of sick benefits, together with the increase or decrease as compared with each preceding month. This information is shown by months of each year; it is also classified by geographical divisions and by kinds of sick funds (municipal, local, rural, trades, and guilds). The membership is also classified by sex. The conditions in certain special trades are shown in detail.

#### UNEMPLOYMENT CENSUSES.

An investigation of unemployment was combined with the occupational census of June 14, 1895, and with the general census of December 2, 1895.

The different cities of Germany have taken occasional unemployment censuses, to list all of which would be a considerable task. The most recent Berlin census was taken November 17, 1908.

#### ITALY.

The Italian bureau of labor publishes monthly and annual statistics of the operations of the employment bureaus. The publication of such reports by the bureau is irregular, and is made individually for the various employment bureaus. Combined reports of operations have been issued since 1912 only and have included only a small number of employment bureaus.

The tables show the number of applications, vacancies, and positions filled, by sexes. The material for the tables is obtained from reports of the employment bureaus of various trade-union headquarters, from reports of the public-welfare bureau of the Società Umanitaria, from municipalities, and from several agricultural employment bureaus.

The bureau of labor collected for the years 1904 and 1905 data reported by organized labor. These, however, are in many instances merely approximations, and are not considered of great importance.

The trade-union bureau of Milan prepares monthly reports of the number of days of work lost by its members, and this presents a

continuity of data which since the establishment of an unemployment fund is more precise and reliable.

The individual schedules for the general census of February 1, 1901, contained a question directed to workmen and domestic servants as to whether they were unemployed at the time of the census, how long, and whether from sickness or from some other cause. The data obtained was classified by sex according to two age groups (16 to 65 and over 65 years), and by occupations and Provinces. Percentages were computed for the individual occupations for persons over 15 years and were compared with those of the French census of 1896 and the two German censuses of 1895. The fifth general census of April 2, 1911, of which only the population section has been published, will be more in detail, as far as it relates to individual establishments, and will give data from both employers and employees.

Only one city, Milan, has made any general investigation of unemployment. The labor bureau of the Società Umanitaria made such an investigation in 1903. This called for data on unemployment from all causes, excluding those of sickness and slack season. These data have been collated under the following heads: Sex and age, length of unemployment, occupation, special conditions, and length of residence in the city of the persons affected.

## NETHERLANDS.

### LABOR EXCHANGES.

The State bureau of statistics publishes monthly in its journal statistics as to the activity of the labor exchanges, both communal and other employment bureaus. These statistics show by sexes, and by adults (over 18 years) and juveniles (under 18 years), the number of applications for work, vacancies, vacancies per 100 applicants, positions filled, and positions filled per 100 applicants. The statistics are given by localities and by occupations.

Statistics of employment bureaus maintained by workmen's and employers' associations, of private employment bureaus conducted for profit, and of several public-welfare employment bureaus, in which are shown the number of applicants, vacancies, and vacancies filled separately for adults and juveniles, are published semiannually.

### TRADE-UNION REPORTS.

The monthly journal (*Maandschrift*) of the bureau of statistics reports monthly statistics on unemployment based formerly only on reports of trade-unions which grant unemployment benefits, but more recently also on the reports of those unions which do not grant unemployment relief. The data are given by occupational groups and include statements of the average number of members insured

during each month and the weekly average both of unemployed for each 100 members insured and of the number of days of unemployment for each unemployed worker, covering the current month, the preceding month, and the same month of the preceding year. The data are given separately for cities with 50,000 inhabitants or more. In addition, results are presented in chart form for all industries combined as well as for a few specially important industries (diamond cutting, printing, metal, building, engineering, and the tobacco industry). A more detailed report is given for those societies which receive subsidies from communal unemployment funds, the data being furnished by the communal funds.

The data for the general report are furnished by the local trade-unions, which are required to report their total membership as of the first of the month and the number insured against unemployment. The tabulation includes the following subjects: (1) Number of unemployed who receive benefits, (2) number of days on which unemployed received benefits, (3) amount of benefits paid, (4) number of insured members who were unemployed without consideration as to whether they received benefits or not, (5) duration (days) of unemployment (exclusive of Sundays).

With respect to these unemployment statistics the statistical office states that many organizations are unable to give the number of those unemployed—and their days of unemployment—who have either not yet acquired a right to benefits or have lost such right, and the percentage of unemployment given must therefore be considered as a minimum.

#### SICK RELIEF FUNDS.

Reports are at present gathered only from those local relief funds which are granted a municipal subsidy for their partial support.

#### UNEMPLOYMENT CENSUSES.

Certain cities of a population of 50,000 and over were canvassed in December, 1901, as to the amount of unemployment. Other related sources of information are (1) statistics of those applying for relief to the special commission on relief appointed to ameliorate unemployment in Amsterdam in the winter of 1894–95; (2) reports of certain trade-unions in Amsterdam for the year 1898; (3) statistics of applicants for relief work at The Hague in 1907–8.

A very comprehensive census of unemployment was ordered in 1909, but was not undertaken until the year following; it reported conditions as of April 15, 1910. The investigation was conducted through subcommittees, one for each of the groups of occupations following: (1) Building trades, public works and ways; (2) transportation and commerce; (3) offices, hotels, restaurants, and stores; (4) agriculture, etc.; (5) seasonal occupations; (6) factory industries,



including glassworks, pottery, paper industry, chemicals, textiles, metals, and shipbuilding; (7) other trades, as diamond cutting, printing, flour milling, tobacco, distilling, etc.

The schedules were placed in the hands of labor exchanges, aid committees, unemployment aid funds, employers' associations, trade-unions, and agricultural associations.

The data do not cover persons unemployed because of sickness, infirmity, old age, strikes, or lockouts, or those voluntarily idle, but do take into account any diminution (part time) of work, whether days of the week or hours of the day, due to decreased business.

The report of the commission is a study and analysis of causes. It is issued in eleven volumes, seven of which constitute the reports of the separate committees, and the last three a combined report and statement of recommendations.

### NORWAY.

Unemployment among Norwegian trade-union membership has been reported regularly since July, 1903. These statistics show, by locality, by certain industry groups, and by certain more important occupations, the number of members of trade-unions at the close of the month, the number unemployed by reason of lack of work, by reason of sickness, or on account of strike or lockout, or from other causes; also the total number unemployed for certain classified number of days, and the number of days of work lost by each person unemployed. Since 1911 there has been shown merely the total membership in the unions reporting and the per cent unemployed by principal industry groups. A special report on the causes of unemployment in Norwegian trade-unions was made in December, 1905, and for each of the months of January, February, and March, 1906.

Returns from some 200 to 300 employers as to the number of workmen employed in their establishments have been available since October, 1903. These returns show the number employed at the close of the year, the per cent of increase or decrease as compared with the preceding year, and are also classified by locality and by industry (regular or seasonal work).

Reports from public employment exchanges have been available since 1898. These show the usual information as to the number of applicants for work, number of vacancies reported, and the number of places filled during each month; also the number of applicants for each 100 vacancies, and the number of places filled for each 100 applicants. The data are also classified by sex and according to principal occupational groups.

Returns from the unemployment benefit funds, available since 1906, indicate the number of such funds, their membership and

changes therein, and their financial condition. The data are classified by principal industry groups.

The unemployment censuses of 1905, 1906, and 1910 cover the more important Norwegian towns and cities. Returns for 1905 cover the months of March, April, May, and December, while those of 1906 are for January and February. The returns for each of the cities show the total male population over 15 years of age and the number and per cent unemployed at the time of the census; the data are classified according to the age of the persons reported unemployed, their occupations, conjugal condition, and residence; but the data as to the length of time unemployed are classified according to the occupation of those reported unemployed.

A summary of all these investigations as to unemployment in Norway may be found in a recent report by a governmental committee appointed early in 1914 to study the problem.

#### SWEDEN.

The regular monthly periodical (*Sociala Meddelanden*) of the Swedish labor office (*Socialstyrelsen*) has published since 1903 monthly returns from the different municipal subsidized employment offices in the usual forms showing the number of applicants, calls for help by employers, and places filled, classified by sex, geographical districts, and occupations. The data concerning places filled is also presented by localities showing the increase or decrease for the current month compared with the month of the year preceding; there is also shown the number of applications for work for each 100 vacancies available; and the vacancies available are shown separately for agriculture and all other industrial groups combined.

Returns from trade-unions in the usual form showing the percentage of unemployment in trade-union members have likewise been published since 1911. Prior thereto, however, a limited investigation had been made during the winter of 1907-8 by means of a letter inquiry to local labor federations and trade-unions, supplemented by the use of trade-union periodicals. Two special investigations were also made for two of the larger trade federations, namely, the sheet metal and tin plate workers' federation (1904-1906), and the iron and metal workers' federation (January, February, and March, 1908). Since March 1, 1911, trade-union unemployment statistics have appeared regularly for each month. These data show the number of unions reporting for each federation included, the number of persons classified as full or participating members, and as associate or so-called half members (those under 18 years of age, paying only half the prescribed dues); the number of members and those unemployed are classified according to sex. The causes of unemployment are classified as due to (1) slackness of work or (2) other accidental

causes; and the number reported does not include those without work by reason of sickness, labor disputes, military service, or other cause, who are classified separately under the indicated causes of unemployment. There is also shown in the statistics the number of days of unemployment during each month.

Inasmuch as a system of voluntary sickness insurance has prevailed in Sweden since 1891, a very adequate account of the membership of sick funds is obtainable, particularly as under the more recent law the funds are subject to careful Government supervision and inspection. These statistics show the number of funds in existence at any time, the number of members at the close of each year, and the receipts and expenditures for various purposes. There is shown the total paid for sick relief to all members concerned, also the average amount paid to each member, the total number of days of work lost through sickness, and average for each member. All results are classified by sex, by geographical divisions, and are also shown for each fund separately.

Special unemployment censuses have been taken for Sweden as a whole on two separate occasions, the one covering unemployment conditions prevailing during the winter of 1908-9 and taken on January 12, 1909, the other taken on January 31, 1910. The same procedure was followed at both of these censuses, the material being gathered by a sort of polling system. Announcements were made by the Swedish labor office, in the press, and by circulars concerning the census, and polling booths were designated at which were enumerated on the specified date those found unemployed. The data when compiled showed the age, residence, conjugal condition, number of children in the family, occupation, whether trade-union member or not, last place of work, length of unemployment, and cause of unemployment (classified as sickness, labor dispute, slackness of work, or other cause) of all persons enumerated. The material was further classified according to sex, industries, and locality of the persons reported unemployed.

#### SWITZERLAND.

No general census of unemployment has been undertaken by the State. Certain Cantons or important industrial centers, such as Zurich, Bern, Basel, St. Gall, etc., have collected and published unemployment data.

Municipal unemployment censuses have been taken by Basel in 1888, Zurich in 1894 and 1900, and by both cities in 1910.

The recent annual reports of Basel and Zurich on this subject are the most important. They present exact data relative to the trade conditions, and to seasonal influence on employment.

Reports of labor exchanges found in the statistical monthlies of the respective cities cover only a portion of the work of securing employ-



ment or of supplying help. Their reports are summarized in the monthly periodical issued by the federation of municipal employment offices.

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*Kommerskollegium.* Afdelningen för Arbetsstatistik. Registrerade Sjukassors Versamhet år 1901 to 1910. Stockholm, 1905 to 1912.

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(Zurich.) *Statistisches Amt.* Methode und Ergebnisse der Arbeitslosenzählung im Dezember, 1900. Zürich, 1902. (Die Ergebnisse der eidgenössischen volkszählung vom 1. Dezember, 1900. in der Stadt Zürich. 2. Heft.)  
 Bauer, Dr. Stephan. Die Bevölkerung des Kantons Basel-Stadt am 1. Dezember, 1900. Basel, 1905. 100 pp.  
 Buecher, Dr. Karl. Die Bevölkerung des Kantons Basel-Stadt am 1. Dezember, 1888, Basel, 1890. 96 pp.

## STRIKE INSURANCE IN GERMANY.<sup>1</sup>

### INTRODUCTION.

The maintenance of strike insurance is an important phase of activity on the part of employers' associations in Germany; it has come to be recognized as a fundamental principle and not merely as a subordinate issue or activity on their part. According to Lefort (p. 26), cited in the note below, the practice of strike insurance has been more highly developed among employers in Germany than in any other country. The claim is made by German employers that strike insurance is necessary to counterbalance the advantages secured by the trade-unions which maintain a system of strike benefits for their members.

In its present form strike insurance is carried either by mutual organizations among employers' associations or establishments or by individual establishments which set aside their own fund; in the latter case resort is frequently had to reinsurance. In some instances insurance companies conduct the business as a department of their regular work. There are in general two forms of strike insurance, the first, which is real strike insurance (*Streikversicherung*), gives rise to a legal right or claim for compensation on the occurrence of the contingent event against the happening of which the risk premiums are paid; the other type of strike insurance (*Streikunterstützung*) gives no legal claim, to be pursued by an action of law, but grants pecu-

<sup>1</sup> There is very little literature available concerning the subject of strike insurance; no work in English on the subject has been found. The standard work on the general subject of strike insurance is that of Saint Girons in French. In preparing this article use has been made of: (1) *La greve dans l'industrie privée; L'assurance contre ses risques*, par Paul Gonnot, Paris, A. Rousseau (1912), ix, 411 pp.; (2) *L'assurance contre les greves*, par J. Lefort, Paris, Fontemoing et cie, 1911, 125 pp.; (3) *L'assurance patronale contre la greve*, Paris, L. Larose & L. Tenin, 1908, xix, 412 pp.; (4) *Die Berufsvereine* von W. Kulemann, Jena, Fischer, 1908, 3 V. Principally, however, use has been made of the occasional official reports of the Imperial Statistical Office of Germany, as found in the (5) *Reichs-Arbeitsblatt*, hrsg. vom K. Statistischen Amte, Abteilung für Arbeiterstatistik, 1909, p. 768; 1910, p. 844; 1911, p. 848; and in the following (6) special supplements (*Sonderbeilage*), No. 6, pp. 16\* et seq.; No. 8, pp. 18 et seq.; No. 11, pp. 14\* et seq.

niary aid or support to the insured party on the occurrence of the risk (the strike), such aid being granted in the discretion of the directors of the association carrying the insurance.

Under the first system of insurance premium payments are paid in advance by the employer to the insurance carrier, usually an annual level (uniform in amount) premium. These companies are subject to Government inspection; they must establish a legal reserve and guaranty fund for the protection of the capital and the reserve. It is said that because of this stringent Government inspection employers have preferred in many instances to adopt the second method of protecting themselves, namely, by levying assessments and paying strike benefits, but such assessments and payments are made payable at the discretion of a directing board and not subject to legal claim by the insured. This method gives convenience of control and of administration over the system. Under it the employers concerned agree to make an annual fixed contribution to a single fund, from which is paid the necessary assistance according to fixed rules. There are in reality two types of systems under which strike benefits may be granted. In one instance the form takes that of a liability society with a directing board as final judge as to the amount to be allowed; in all other respects the fixing of premiums and method of payment are the same as under real strike insurance, but the fact that the board is given discretion as to the amount of compensation allowed in any case avoids the control of the Government insurance office. The second form, that of the pure protective association, does not pretend to cover the actual risk involved; it recognizes no degree of strikes as caused by the employer, as is in the case of the liability society; but action is taken in each specific case whenever the general interest seems to require any action. The feature common to both systems is that of mutuality.

#### HISTORY.

Strike insurance is said to have been tried in Germany as early as 1880; in 1889 an association for insurance against strikes was formed in Westphalia. In 1897 an independent stock company (*Industria*) was formed in Leipzig with a capital of 500 marks (\$119) with shares having a par value of 1,000 marks (\$238) each. Among the conditions giving rise to a claim for strike compensation, it was required (1) that an attempt must be made to settle the strike or dispute by reference to the industrial court, and (2) such agreement or settlement before the court must fail by reason of the refusal of the workers to settle the matter and without fault of the insured employer.<sup>1</sup> This company very soon failed, July 8, 1898.

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<sup>1</sup> *Soziale Praxis*, Berlin, 1897, No. 8 (Nov. 25).

As reported by the imperial statistical office<sup>1</sup> the real impetus to the movement for the maintenance of strike insurance in Germany was furnished by the Crimmitschau strike, which began on August 7, 1903, in the small town of that name in Saxony, and was not terminated until January 18, 1904. This strike involved the textile workers of that town who made demand for a 10-hour day and a 10 per cent increase in wages. The strike involved 83 establishments, employing some 83,000 workmen. The Social Democratic Federation of Trade Unions, through its official organ, *Vorwärts*, started a movement for obtaining contributions for the assistance of the workmen involved in the strike. A counter appeal was made by the Central Federation of German Employers (*Zentralverband deutscher Industrieller*) on December 24, 1903, and actual pecuniary aid was given in proportion to the wage payments of the employers. The strike proved a failure after lasting for five months.

The movement among employers, however, for the maintenance of strike insurance continued, more or less interrupted and haphazard, until the creation on April 5, 1913, of the Central Federation of German Employers' Associations, due to the fact that the several employers' associations differed very frequently as to the methods to be adopted, and this difference arose frequently on political issues quite aside from the matter of strike insurance. At the same time that the employers' associations were thus drawing together, the two associations interested in maintaining strike insurance united into a single federation, which they called the Central Federation of German Employers' Strike Insurance Associations (*Zentrale deutscher Arbeitgeberverbände für Streikversicherung, Berlin*). As the result of this combination there was a slight increase in the membership of the combined associations.

#### MEMBERSHIP.

Membership in this central federation is open to all employers' associations and strike insurance associations which, through an employers' association, are members of the federation of German employers' associations mentioned above as having been established on April 5, 1913. As a condition for membership each association is required to pay a minimum annual contribution of \$1 for each \$1,000 paid out in wage annually to its employees reported as subject to the imperial accident insurance law. Local branch federations of employers or strike insurance associations established by such local branch federations are entitled to membership as determined in each individual case.

<sup>1</sup> Reichs-Arbeitsblatt, Berlin, 1915, Sonderbeilage, Nr. 11, p. 14; L'assurance patronale contre la greve, Paris, 1908, p. 82 et seq.



## DUES AND BENEFITS.

The annual membership contribution, as already indicated, is computed according to the wages actually paid each year to the persons subject to accident insurance as shown on the books of the trade accident associations, or, in case there is no trade accident association, according to the average annual wages paid out. The membership contributions are graded for the following three classes: (1) For members claiming compensation from the beginning of a strike or lockout, 75 pfennigs (18 cents) for every 1,000 marks (\$238) of wages paid out; (2) for members claiming compensation for strikes or lockouts lasting longer than 6 workdays, 50 pfennigs (11.9 cents); and (3) for those claiming compensation for strikes or lockouts lasting longer than 24 workdays, 30 pfennigs (7 cents). Compensation is not paid until at least three months have elapsed from date of admission to membership up to the beginning of the strike or lockout for which compensation is claimed. The compensation for each workman on strike or lockedout, or for each workman who, during the labor trouble, has been discharged on account of lack of work, per each day of duration of the strike or lockout, is graded as high as up to 10 per cent of the average daily earnings of the workman affected. The time from which compensation is to be paid is governed by the time limits set for the above-mentioned three membership classes.

## NUMBER OF MEMBERS.

At the beginning of 1914 the new central federation had 13,337 members, who employed 807,787 workmen, while the incomplete corresponding data for the two former central organizations show a total of 11,282 members, who employed 761,738 workmen. The total amount of the wages reported at the beginning of 1914 by the members as paid was 901,000,000 marks (\$214,438,000). The financial solidarity of the new central federation was assured through the taking over by it of the capital of two former reinsurance associations.

Like its predecessors the new central federation accepted the principle that strike insurance must be organically connected with the general interests of employers' organization and that secondary objects of a business character must be excluded. By means of strike insurance members are compensated according to rules determined in advance for each strike which, without the fault of the employer concerned, affects his establishment. Employers consider it of special advantage that the strike insurance features adopted by their individual associations make reinsurance with the central federation possible. This reinsurance permits the best apportionment of the risk on the broadest basis, and gives assurance of the financial stability of the system. Employers claim to see in this

consolidation of the system of strike insurance a strengthening of employers' organization which goes far beyond the real purpose of strike insurance.

In January, 1914, soon after its foundation, opposition arose to the central federation. This opposition originated with the German Industrial Protective Federation (*Deutscher Industrie-Schutzverband*) in Dresden, which claimed that the risk apportionment of the central federation was less favorable to the members of the German Industrial Protective Association, whose members are engaged for the most part in manufacturing industries, than to the members of its own strike insurance system. Nothing is known as to how this controversy ended.

### STATISTICS OF STRIKE INSURANCE.

At the beginning of the year 1914 the imperial statistical office ascertained the existence of a total of 19 strike insurance associations. These may be divided into 3 groups: (1) The newly founded central federation discussed above, having the character of a reinsurance association; (2) 8 reinsured associations; and (3) 10 associations which do not reinsure their risks. Three strike insurance associations which in the preceding year were included in group 2 are now classified under group 3, as recent data relating to them have shown that they do not reinsure their risks any longer; on the other hand, another association which formerly was included in group 3 is now classified under group 2.

The 19 strike insurance associations reported in 1913 had 34,333 members, as compared with 32,082 members in 1912. The number of workmen covered by strike insurance increased from 1,394,900 in 1912 to 1,654,218 in 1913. The total amount of wages reported as covered by insurance was 1,268,445,000 marks (\$301,889,910) in 1913, as compared with 1,122,204,000 marks (\$267,084,552) in 1912. On account of the incompleteness of the reports made by the individual associations the data as to the total number of claims for compensation made and approved and the amount of compensation paid are very unsatisfactory.

The first table which follows shows the number of members in employers' associations and the number of workmen in the employ of such members; also the number and per cent of members of employers' associations and workmen covered by strike insurance during each of the years, 1910 to 1913. The second table shows similar data for the year 1913 according to industry groups, while the third table shows the available data as to compensation paid, wages insured, and receipts and expenditures of those associations which saw fit to report those facts.

## STATISTICS OF STRIKE INSURANCE IN GERMANY, 1910 TO 1913.

Year.	Employers' associations.		Number covered by strike insurance.			
	Number of members.	Number of workmen employed.	Members.		Workmen.	
			Number.	Per cent.	Number.	Per cent.
1910.....	127,424	4,027,440	47,328	37.1	2,315,159	57.5
1911.....	132,485	4,387,275	49,781	37.6	2,637,637	60.2
1912.....	145,207	4,641,361	61,973	42.7	2,873,469	61.9
1913.....	167,673	4,841,217	72,121	43.0	3,081,551	63.7

The table following gives the membership of employers' associations and the number of workmen employed, together with the number and per cent of members and workmen covered by strike insurance in Germany in the year 1913:

NUMBER OF MEMBERS IN EMPLOYERS' ASSOCIATIONS AND WORKMEN EMPLOYED, TOGETHER WITH NUMBER AND PER CENT OF MEMBERS AND WORKMEN COVERED BY STRIKE INSURANCE IN GERMANY, CLASSIFIED BY INDUSTRIES, 1913.

[Source: Die Verbände der Arbeitgeber, Angestellten und Arbeiter im Jahre 1913, bearb. im K. Statistischen Amte, Abteilung für Arbeiterstatistik. Berlin, 1915, p. 16\* (11. Sonderheft zum Reichs-Arbeitsblatte).]

Industry groups.	Employers' associations.		Number covered by strike insurance.			
	Number of members.	Number of workmen employed.	Members.		Workmen.	
			Number.	Per cent.	Number.	Per cent.
Agriculture, gardening, and fishing.....	4,497	61,342	116	2.6	2,575	4.2
Mining.....	240	520,433	204	85.0	482,752	92.8
Stone and pottery ware.....	4,620	234,876	2,134	46.2	132,125	56.3
Metals.....	16,374	953,693	12,291	75.1	890,640	93.4
Chemicals.....	103	24,467	19	18.4	16,319	66.7
Textiles.....	2,778	502,699	2,482	89.3	481,993	95.9
Paper.....	1,188	57,504	507	42.7	43,478	75.6
Leather.....	3,820	22,571	1,105	28.9	3,734	16.5
Woodworking.....	9,734	86,402	5,694	58.5	75,829	87.8
Food and drinks.....	14,951	192,337	12,951	86.6	102,477	53.3
Clothing.....	12,634	222,888	5,862	46.4	153,009	68.6
Building.....	48,065	516,409	18,113	37.7	310,818	60.2
Cleaning.....	1,523	38,523	906	59.5	20,573	53.4
Printing and publishing.....	5,030	72,282	4,823	95.9	66,947	92.6
Trade and transportation.....	7,704	108,731	2,683	34.8	48,300	44.4
Hotels, restaurants, etc.....	14,655	19,250	500	3.4	12,000	62.3
Not specified.....	70,899	3,351,639	18,667	26.3	1,246,646	37.2
Total <sup>1</sup> .....	167,673	4,841,217	72,121	43.0	3,081,551	63.7

<sup>1</sup> After deduction of duplications.

The table following gives the financial statistics of individual strike insurance associations for the years 1911, 1912, and 1913:



## FINANCIAL STATISTICS OF INDIVIDUAL GERMAN STRIKE INSURANCE ASSOCIATIONS FOR THE YEARS 1911, 1912, AND 1913 AS REPORTED TO THE IMPERIAL STATISTICAL OFFICE.

[Source: Supplement 11 to the Reichsarbeitsblatt, Pt. II, p. 20, Berlin, 1915.]

Name and location of association.	Year.	Amount of annual wages insured.	Re-ceipts.	Ex-pen-ditures.	Assets.	Number of claims for compensation.		Compensation paid.	
						Filed.	Ap-prov-ed.	Amount.	Num-ber of lost work-ing days com-pen-sated
Reinsured Associations.									
Strike Insurance Association of the General Federation of Manufacturers of the Metal Industry, Berlin ( <i>Gesellschaft des Gesamtverbandes deutscher Metallindustrieller zur Entschädigung bei Arbeitseinstellungen, Berlin</i> ).	1911	-----	-----	-----	\$235,584	188	187	\$109,585	395,184
East Prussian Strike Insurance Association, Königsberg in Prussia ( <i>Ostpreussische Streikversicherungsgesellschaft, Königsberg i. Pr.</i> ).	1911	-----	\$1,123	\$27	1,096	1	-----	-----	-----
Strike Insurance Association of the Brandenburg Provincial Employers' Federation of the Building Trades, Brandenburg on the Havel ( <i>Gesellschaft des Brandenburger Provinzial Arbeitgeberverbandes für die Baugewerbe zur Entschädigung bei Arbeitseinstellungen, Brandenburg a. H.</i> ).	1912	\$653,786	2,394	526	1,868	4	4	676	3,979
	1913	677,824	1,131	944	2,096	3	2	23	120
Strike Insurance Association of the Central Federation of German Employers in Transportation, Commerce, and Traffic Industries, Berlin ( <i>Gesellschaft des Zentralverbandes deutscher Arbeitgeber in den Transport-, Handels- und Verkehrsgewerben zur Entschädigung bei Arbeitseinstellungen, Berlin</i> ).	1912	307,258	1,582	536	1,046	-----	-----	-----	-----
Strike Insurance Association of the Employers' Federation, Lower Elbe, Hamburg ( <i>Gesellschaft des Arbeitgeberverbandes Unterelbe zur Entschädigung bei Arbeitseinstellungen, Hamburg</i> ).	1911	-----	31,629	31,316	2,706	46	46	22,981	422,392
	1912	13,023,598	26,354	12,362	18,828	23	23	4,015	16,988
	1913	13,513,640	27,325	44,746	10,001	43	43	36,641	295,883
German Strike Insurance Association, Berlin ( <i>Deutsche Streikentschädigungsgesellschaft, Berlin</i> ).	1912	7,032,424	-----	-----	-----	-----	-----	-----	-----
	1913	11,481,596	-----	-----	-----	-----	-----	-----	-----
Strike Insurance Association of South German Employers, Munich ( <i>Entschädigungsgesellschaft süddeutscher Arbeitgeber, München</i> ).	1911	-----	3,786	2,618	5,950	-----	-----	-----	-----
	1912	2,284,800	-----	-----	-----	-----	-----	-----	-----
	1913	2,618,000	6,164	6,664	7,854	5	5	3,780	13,500
Not Reinsured Associations.									
Strike Insurance Association of German Employers in the metal industry, Leipzig ( <i>Gesellschaft deutscher Metallindustrieller zur Entschädigung bei Arbeitseinstellungen, Leipzig</i> ).	1912	10,710,000	11,331	11,186	21,581	31	31	10,548	28,987
Strike Insurance Fund of the General German Employers' Federation of the Clothing Industry, Munich ( <i>Streikentschädigungskasse des Allgemeinen Deutschen Arbeiterverbandes für das Schneidergewerbe, München</i> ).	1911	-----	16,811	3,545	64,802	62	62	975	3,568
	1912	-----	14,659	56,436	35,700	4,475	4,475	53,277	202,510
	1913	-----	15,402	-----	50,140	-----	-----	-----	-----

## FINANCIAL STATISTICS OF INDIVIDUAL GERMAN STRIKE INSURANCE ASSOCIATIONS FOR THE YEARS 1911, 1912, AND 1913 AS REPORTED TO THE IMPERIAL STATISTICAL OFFICE—Concluded.

Name and location of association.	ar.	Amount of annual wages insured.	Re-ceipts.	Ex-pendi-tures.	Asset .	Number of claims for compensa-tion.		Compensation paid.	
						Filed.	Ap-prov-ed.	Amount.	Number of lost working days compensated.
<b>Not Reinsured Associations— Concluded.</b>	1913	\$714,000	\$1,190	-----	-----	-----	-----	-----	-----
General Strike Insurance Association for the Building Trades, Strassburg in Alsace ( <i>Allgemeine Streikentschädigungsgesellschaft für das Baugewerbe, Strassburg i. E.</i> ).									
German Industrial Protective Federation, Dresden ( <i>Deutscher Industrieschutzverband, Dresden</i> ).	1911	-----	-----	-----	-----	210	210	\$62,192	393,038
	1912	69,235,628	-----	-----	-----	136	136	33,675	187,374
	1913	86,136,246	-----	-----	-----	210	210	31,006	-----

## BERLIN STRIKE INSURANCE ASSOCIATION.

According to the report of the imperial statistical office the Berlin Strike Insurance Association was founded on February 26, 1913. The membership of the association is limited to employers in the metal industry in Berlin and in the province of Brandenburg; its present membership consists of 184 firms, employing about 150,000 workmen. Each employer member pays an admission fee of 1 mark (23.8 cents) per each full-time worker (hypothetical workmen employed 300 days in the year) and an annual contribution graded according to the number of full-time workers employed. For this purpose 11 graded rates have been fixed. In establishments employing less than 200 workmen, the annual contribution is 5 marks (\$1.19) for each workman; in larger establishments it is proportionately less, while in the largest establishments, i. e., those employing 20,000 to 30,000 workmen, it is 25 pfennigs (6 cents) per workman.

The amount of compensation paid upon the occurrence of a strike is graded in per cent of the average daily earnings of the workmen. Thus, in establishments employing less than 200 workmen there is paid to the employer for each workman on strike or locked out, 50 per cent of said workman's average daily earnings; establishments employing a larger number of workmen receive correspondingly less, down to as low as 2½ per cent of the daily earnings where 30,000 full-time workmen are employed. The payment of compensation begins in the case of small establishments on the sixth workday following the commencement of the strike, and in the case of large establishments later, corresponding to the number of workmen employed; thus, for instance, in establishments employing over 5,000 workmen compensation payments begin on the eighteenth workday.

## BY-LAWS OF THE GERMAN BUILDING TRADES EMPLOYERS' FEDERATION FOR STRIKE INSURANCE.

[Adopted at the twelfth general meeting of the German Building Trades Employers' Federation in Nuremberg, Mar. 22, 1911.]

1. *Concerning the formation and the extension of the general protective fund of the German Building Trades Employers' Federation and its members, articles 27 and 29 of the by-laws of the federation provide as follows:*

ARTICLE 27. The resources of the federation consist of the operating fund and of a specified share of the protective fund raised by the members of the federation as determined by special by-laws.

ART. 29. The general protective fund of the federation and its members is formed from and supplemented by extraordinary assessments. The general meeting is authorized to order such assessments and to fix the time limit for their payment. All members of the federation are required to make these payments. The property rights in as well as the disposition and administration of the protective fund are regulated by special by-laws adopted by the general meeting.

2. *Property rights.*—Of the contributions to be made by the members of the federation, 30 per cent become the property of the German Building Trades Employers' Federation and 70 per cent remain the property of the members of the federation.

This amount or proportion (70 per cent) belonging to the individual members of the federation serves as a guaranty bond for compliance by its members with the resolutions of the federation.

3. *Administration.*—The administration of both parts of the protective fund, of the 30 per cent as well as of the 70 per cent, is in the hands of the directors of the federation or of the executive board.

4. *Investment.*—Both parts of the protective fund are to be invested exclusively in  $3\frac{1}{2}$  per cent registered Imperial Government bonds.

Separate accounts are to be kept for the German Building Trades Employers' Federation as well as for each member of the federation.

5. *Interest.*—The interest on the shares of the protective fund may not be withdrawn but shall accrue to the individual shares as capita, which shall be invested in  $3\frac{1}{2}$  per cent registered Imperial Government bonds.

6. *Disbursement of funds.*—The signatures of two directors of the federation and that of the director of the district or local organization are required for the disbursement of amounts from the shares of the protective fund.

7. *Disposition of funds.*—The shares of the protective fund may only be used for the covering of costs caused by labor disputes, especially for the granting of aid in the following manner:

The protective fund of the federation (30 per cent) may only be used in the case of general labor disputes, while the shares of the individual members of the federation (70 per cent) may also be used in the case of local labor disputes, provided, however, in the latter case, that the executive board approves it by a plurality vote with at least five taking part in the voting.

Withdrawals from the shares of the protective fund are to be supplemented within a certain period determined by the executive board, together with the director of the district or local organization concerned, as follows: Fifty per cent of the withdrawal must be made good by the member of the federation who is benefited by said withdrawal, and 50 per cent is to be made up from the interest of the shares of the protective fund of the federation and its members in proportion to the amount of such shares.

8. *Forfeiture of bonds.*—In case of withdrawal or expulsion of a member from the German Building Trades Employers' Federation said member must pay one-half of his share of the protective fund (the 70 per cent share thereof) as a nominal fine for the weakening of the German Building Trades Employers' Federation caused by his withdrawal.

The other half of his share is paid to said member one year after his withdrawal or expulsion after deducting all his remaining obligations to the fund.

If the withdrawal or expulsion takes place during a labor dispute affecting the member, or during a period in which, according to the opinion of the directorate of the federation, such a dispute was imminent, the withdrawing or expelled member must pay to the German Building Trades Employers' Federation the entire share of the protective fund credited to him as a nominal fine.



## STRIKE INSURANCE IN SCANDINAVIAN COUNTRIES.

In order to meet the growing power of the trade-union movement in the Scandinavian countries which have international agreements for the payment of strike benefits the employers in those countries claim that it is necessary for them to organize collectively on an international basis. With that purpose the employers of those countries entered into an international agreement to organize among themselves what is equivalent to a mutual strike insurance association. According to a report from the Swedish labor office<sup>1</sup> the association includes the principal employers' associations in the three Scandinavian countries. Sweden is represented by the Swedish employers' federation (*Svenska arbetsgivareföreningen*), the Swedish manufacturers' association (*Sveriges verkstadsföreningen*), and the central federation of employers (*Centrala arbetsgivareförbundet*); Norway by the Norwegian employers' federation (*Norsk arbeidsgiverforening*); and Denmark by the Danish employers' federation (*Dansk arbejdsgiverog mesterforening*).

The basis of contribution to the common fund from which payments are to be made upon the occurrence of a strike is the number of workmen employed by the respective groups of employers; the contribution or assessment amounts to 50 ore (13.4 cents) per week for each workman, but the maximum number of workmen to be included from any one country as covered by insurance must not exceed 80,000, and, as the maximum period during which benefits may be paid to an employer whose establishment becomes involved in a strike or lockout must not exceed five weeks, the total amount of payments made to the employers of any one country in any one year can not exceed 200,000 crowns ( $5 \times .50 \times 80,000$ ) or \$53,600.

The benefits are payable, it appears, only upon the occurrence of a strike or lockout and upon special agreement or vote in each instance by all the associations concerned in the international agreement. Thus, presumably, there is no legal claim to compensation on the part of any employer; the support rendered to him is discretionary with the international association.

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## OFFICIAL REPORTS RELATING TO LABOR.

### UNITED STATES.

**Colorado.**—*State Inspector of Coal Mines, 1913, 1914. Denver, 1914, 1915. 2 vols.*

First and second annual reports containing information relating to coal production, including coke production; accidents; number of persons employed; number of persons rendered dependent by reason of fatal accidents; and number of days worked; also a directory of mines in the State, for the fiscal years ending December 31, 1913 and 1914.

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<sup>1</sup> Sociala Meddelanden utgivna av K. Socialstyrelsen. Stockholm, 1915, No. 7, pp. 775, 776.

Out of a total of 12,871 employees, the number of fatal accidents directly chargeable to mining operations in the year 1913 is reported to be 110, and the number of persons injured 354. The aggregate amount of compensation paid for death or injury was \$33,593.63.

For the year 1914 there were 10,596 persons employed, among whom there were 538 nonfatal and 75 fatal accidents reported. Of the nonfatal 182 were classified as "trivial" (less than 5 days of disability) and of the remaining 356 chargeable to coal mine operations 144 were classed as "serious." Of the fatal accidents 71 occurred under ground and 4 on the surface. The number of persons left dependent by reason of fatal accidents included 40 widows and 92 children.

**Kentucky.**—*Department of Mines, Annual Report, 1914. Lexington. 40 pp.*

Contains report of the department for the year and an analysis of the mining laws of 1914, effective January 1, 1915. During the year there were in coal mining operations 53 fatal accidents within the mines, 2 in shafts, and 6 at the surface. There were 3.02 deaths per 1,000,000 tons of coal raised, and 1.99 per 1,000 employed persons. Falls of or from roof were responsible for 56.60 per cent of all fatal accidents; riding on cars or motors, and explosives and blasting were each responsible for 11.32 per cent of all deaths resulting from accidents.

The output of 270 mining companies operating 364 mines, employing when running at full capacity between 32,000 and 33,000 persons, was 20,168,150 short tons, valued at \$21,391,144, or \$1.06 per ton, based on the selling price of 90.86 per cent of total output. The amount of coke made and shipped from ovens in the vicinity of mines was 390,445 tons.

**Massachusetts.**—*Bureau of Statistics. Fifth Annual Report on Union Scale of Wages and Hours of Labor in Massachusetts. 1914. Boston, 1915. 102 pp. (Labor Bulletin No. 107.)*

The material in this report is the result of a special inquiry relative to the time rates of wages and hours of labor prevailing in the principal organized trades in Massachusetts in July, 1914. The time rates of wages and hours of labor are those found to have been agreed upon between the employers and employees in most instances, although in some instances, notably the case of house carpenters, the standard schedules of wages and hours of labor are those fixed by the union practically, although there is no agreement in existence in the trade. The material relates to the following classified industries or trades: (1) Building trades; (2) domestic and personal service; (3) food, liquors and tobacco; (4) garment trades; (5) metals and machinery; (6) paper and pulp manufacture; (7) printing and allied trades; (8) stone working and quarrying; (9) teaming; (10) telephone service; (11) theatrical employment; (12) woodworking and upholstering; (13) miscellaneous trades; (14) Federal service; (15) municipal service; (16) steam railroad employees; and (17) street and electric railway employees. Both regular and overtime rates are shown and hours worked are classified by days of the week (Monday to Friday, Saturday, total for week, and holidays granted). Under each of the general industry groups are indicated special trades for which wages are in turn shown by localities. Wage data in the Federal service relate to the Boston Navy Yard, the Watertown Arsenal, and the Springfield Armory.

*Bureau of Statistics. Fourteenth Annual Directory of Labor Organizations in Massachusetts, 1915. Boston, 1915. 58 pp. (Labor Bulletin No. 106.)*

This report will form Part III of the forthcoming annual report on the statistics of labor for 1915. The directory is classified under four heads: National and international organizations; State, district, and trades councils; central labor unions and local councils; and local-trade unions. Under these heads are listed in alphabetical order the organizations included, for each of which is given the name of its secretary and his address. For central labor unions and local trade-unions the directory is further

classified by locality. The information contained in the directory relates to December 31, 1914.

**New York (State).**—*Fourteenth Annual Report of the Commissioner of Labor for the 12 months ended September 30, 1914.* Albany, 1915. 300, \*359 pp.

According to this report the total cost to the State of New York of the department of labor was \$614,070.65 during the fiscal year 1913-14, an increase of \$219,334.32 over the preceding year, the bulk of which increase is attributed to the item of salary. Increased salaries were made necessary by the fact that the personnel of the department was increased from 196 on September 30, 1913, to 329 on September 30, 1914, an increase due very largely to the reorganization of the department, necessitated by the laws enacted in 1913. The department as now organized consists of the commissioner of labor as its head with seven subordinate bureaus: Bureau of inspection; bureau of statistics and information; legal division; administrative division; bureau of employment; bureau of mediation and arbitration; bureau of industries and immigration. There is also an industrial board, of which the commissioner of labor is chairman ex officio. The reports of this board and of three of these bureaus are given separately.

The report of the bureau of factory inspection shows that 47,933 inspections were made in 1914 as compared with 51,479 in 1913, although the figures of 1913 are not quite comparable since they include inspections now made under the division of home work. The division of mercantile inspection within the bureau of factory inspection reports the following data regarding the employment of children:

NUMBER OF CHILDREN EMPLOYED IN MERCANTILE ESTABLISHMENTS SUBJECT TO INSPECTION IN NEW YORK STATE.

Year.	Inspections made.	Total number of children employed.	Number of children legally employed.	Number of children illegally employed.			
				14 to 16 years of age without certificate.	Under 14 years of age.	Total illegally employed.	Per cent illegally employed.
1909.....	7,235	6,070	2,949	2,365	756	3,121	51.4
1910.....	5,236	4,832	2,461	1,660	711	2,371	49.1
1911.....	5,282	3,828	2,253	1,154	421	1,575	41.1
1912.....	8,325	4,925	2,823	1,346	756	2,102	42.7
1913.....	12,860	6,794	4,034	1,820	940	2,760	40.7
1914.....	24,808	7,494	4,887	1,761	846	2,607	34.8
Total.....	63,816	33,943	19,407	10,106	4,430	14,536	42.8

During the year 717 proceedings were instituted for violations of the mercantile law, of which 8 were withdrawn and 51 dismissed; convictions were had in 611 cases. Of the 717 proceedings, 531 were for illegal employment of children, 40 for violation of the law prescribing hours of labor for women and male minors, while the remainder, with the exception of 2 cases, related to sanitation and the day of rest provision.

The number of labor disputes reported was lower than in any year reported for the period 1902-1914, excepting 1904; in both years, 1904 and 1914, the number was 124. But the lowest number of employees directly involved in any year during the period under consideration was found to be 20,090 in the year 1908. The largest number of strikes during the same period was 282, and these occurred in 1907, while the largest number of persons directly involved in strikes was found in 1913, being 286,180.

There were 17 strikes which, either by reason of the number involved or loss of working days, were responsible for 89.8 per cent of the aggregate working days lost because of labor disputes. Of these strikes 4 were unsuccessful, 6 successful, and 7 were partly successful.

The following table shows the causes of labor disputes for the year 1914, by results:



## CAUSES OF LABOR DISPUTES, PERSONS DIRECTLY INVOLVED, DAYS LOST, AND RESULTS, NEW YORK STATE, 1914.

Causes.	Number of disputes.	Working days lost by persons directly involved.	Result of disputes.			Employees directly involved in disputes, according to result.			
			Successful.	Compromised.	Failed.	Successful.	Compromised.	Failed.	Total.
Increase of wages.....	45	390,955	12	22	11	2,778	15,267	2,120	20,165
Reduction of wages.....	6	17,249	3	1	2	237	207	200	644
Reduction of hours.....	5	84,213	.....	3	2	.....	119	490	1,489
Longer hours.....	1	500	.....	.....	1	.....	.....	100	100
Trade-unionism.....	47	412,423	19	9	19	12,346	18,072	3,266	33,684
Employment of particular persons.....	12	27,895	1	2	9	3,155	92	1,208	4,455
Working arrangements.....	4	1,660	1	1	2	400	70	72	542
In sympathy.....	1	1,524	(?)	.....	.....	212	.....	.....	212
Miscellaneous.....	3	370	1	.....	2	67	.....	70	137
Total.....	124	\$26,789	38	38	48	19,195	34,707	7,526	61,428

<sup>1</sup> Figure lacking, evidently 1.<sup>2</sup> Probably successful. The items add to 37.

In 51 disputes (30,828 employees) settlements were effected by direct negotiations, in 30 (25,655 employees) by mediation, in 5 (1,027 employees) by arbitration, and in 37 (11,491 employees) work was resumed either by the return of workmen on the employers' terms or by the displacement of the strikers by other workmen. The settlement of one dispute is not classified.

The total number of men employed in tunnel and caisson work in 1914 was 14,075 and the number of accidents reported was 7,014, of which 3,380 caused a disability of 1 day or less, 2,991 from 1 to 14 days, 599 over 14 days, and 44 resulted fatally. During the year there were in mines and quarries employing 7,888 men 1,277 accidents, of which 23 were fatal.

Part 2 of the report is a compilation of "Laws, rules, and regulations relating to labor in force January 1, 1915," and "Opinions of Attorney General concerning labor laws."

**Pennsylvania.**—*Department of Labor and Industry. Monthly bulletin. Harrisburg. 58 pp.*

*May, 1915.*—Accidents reported to the department during March and April, 1915; First-aid treatment of injured persons; National Affiliated Safety Organization standard first-aid jar; Proceedings of the second annual conference on welfare and efficiency.

**Philippine Islands.**—*Bureau of Labor. Fourth Annual Report for the Fiscal Year ended June 30, 1913. Manila, 1913. 73 pp.*

In 1913 the force of the bureau consisted of 23 officers and clerks, as compared with 21 in 1912. The total expenditures for 1913 were approximately 45,000 pesos (\$22,500), as compared with 50,000 pesos (\$25,000) in 1912. The operations of the free-employment agencies showed during the year that 8,300 had been placed, constituting practically 73 per cent of those registered for employment; in 1912 the per cent placed of those registered was 62. There were reported during the year 11 strikes, involving 2,880 persons, as compared with 20 strikes, involving 4,488 persons, in 1912. The report notes the passage of the Agricultural Colony Act in the islands on February 11, 1913, the purpose of which was to create a Government fund of 400,000 pesos (\$200,000) to be used for the establishment of agricultural colonies on public lands in order to increase the production of rice and other cereals in the islands, to equalize the distribution of the population, and to afford opportunity for colonists to become land owners.

The bureau gives somewhat extended tables on retail prices reported from 161 municipalities, representing 20 per cent of the total number of municipalities in the islands. No relative prices are presented. There are also presented certain wage

data, according to which cooks, drivers, master carpenters, foremen, and carpenters in general seem to have secured wage increases over the year 1911, while cigar makers, copra workers, boatmen, calkers, nipa workers, slipper makers, carriers, blacksmiths, salt makers, farm hands, and wood gatherers suffered a decrease.

The bureau recommends, among other things, the passage of a workmen's compensation act, an amendment to the Employment Office Act so as to make possible the registration of mechanics and day laborers in the different municipalities, the enactment of a law limiting the activities of company stores, and the passage of an act making laborers' deposits in postal savings banks compulsory.

**South Dakota.**—*Commissioner of Immigration. Report 1914. 20 pp. Illustrations.*

Second report of the commissioner of immigration, covering the fiscal years 1912-1914. A report of the activities of the office in securing farm labor, and in exhibiting farm products.

**Tennessee.**—*Department of Workshop and Factory Inspection. Second Annual Report. Nashville. 102 pp.*

Contains report for the calendar year ending December 1, 1914, presenting a list of code and statutory laws relating to labor, proposed legislation, statistics of inspection service, industrial accidents, wages, hours of labor, etc. The number of industrial accidents reported to the office January 1 to December 1, 1914, was 367,<sup>1</sup> resulting in 7<sup>1</sup> deaths and 421<sup>1</sup> nonfatal injuries. If the 14 nonfatal accidents reported for the year 1913 be added, the total cost of accidents to employees, excluding 8 fatal accidents one of which occurred in 1913, based on wage scale that would have been earned by the injured employees, would be \$11,677.87. Including the fatal cases, based on expectancy of deceased employees (\$40,000), the approximate cost to employees would reach \$51,677.87. Of the 11 cases in which prosecutions were had by the department 7 were for violation of the law regulating the labor of minors. In response to reports of violations of labor laws there were 872 special investigations made. Two hundred and forty-seven minors were found illegally employed.

**West Virginia.**—*Department of Mines. Annual Report, 1913. Charleston, 1913. 82. 429 pp.*

This is the ninth annual report of the department of mines embracing the thirty-first annual report upon the conditions of coal mines. It gives detailed statistics of coal mining and coke manufacturing, including accidents, strikes, wages, inspections, and visits made to mines, and there is appended a directory of the mines of the State. In the chapter on accidents comparative data are given for the period 1883 to June 30, 1913, by year and by causes. The number of accidents reported connected with mining operations for the year ending June 30, 1913, was 976, of which 308 were fatal and 668 nonfatal; employees including cokemen numbered 70,321, and the gross tons of coal mined was 61,770,352, having a total value of \$61,152,648. There were 2,521,800 net tons of coke produced, valued at \$4,791,420.

**Wisconsin.**—*State Board of Industrial Education. Bulletin No. 11. Outlines of Lessons. Madison, 1915. 363 pp. with 5 statistical folders.*

Contains specific outlines of lessons on 29 subjects. This bulletin in connection with No. 12, September, 1914, represents constructive and suggestive work of directors and teachers employed in the Wisconsin public industrial, commercial, continuation, and evening schools.

Figures are given showing cost, State aid, attendance at the different classes of industrial schools.

<sup>1</sup> These figures are taken from the report; the discrepancy is not explained.

**United States.**—*Bureau of Education. Report of the Commissioner of Education for the year ending June 30, 1914. Washington, 1915. 2 vols.*

Volume 1 of the report consists of text and volume 2 of tabular matter. The report comprises a review of the progress of education in the United States and of the more important phases of educational progress in foreign countries, together with recommendations for the extension and improvement of the work of the bureau. A review of the progress in vocational education may be found on pages 9–11, while a more extended summary is found in chapter II. Chapter 12 is devoted to agricultural education. On page 10 it is stated that—

The most serious problem encountered by communities that have sought to enlarge their facilities for vocational training during the year has been that of procuring teachers who are proficient in the trade to be taught and at the same time with professional training or experience.

Noteworthy in the cities is the tendency toward careful community study for the purpose of securing a definite knowledge of conditions upon which to base an industrial education program.

*Mine Inspectors' Institute of the United States of America. Proceedings Seventh Annual Meeting. Pittsburgh, Pa., June, 1914. [Pittsburgh, 1915?] 191 pp.*

The United States Mine Inspectors' Institute was organized by a group of mine inspectors representing several of the States of the Union at a meeting on June 9, 1908, at Indianapolis, Ind., and held its first annual meeting June 7–12, 1909, at Scranton, Pa. According to its by-laws its membership consists of all men who are commissioned by the States or Territories as mine inspectors as well as those engaged in coal-mine investigation or inspection for the Federal Government. The objects of the organization are said to be "to secure as far as practicable uniformity of mine legislation in all of the several States and Territories, more uniformity of enforcement of mining laws, and the dissemination of technical mining knowledge" among its members in order to secure greater efficiency in mine inspection, better protection for the lives and health of those employed therein, and "to establish a closer union between the mining bureaus and inspectors of the coal-producing States in this country." The report of the seventh meeting here listed deals with such subjects as booster fans in the ventilation of mines, first aid to the uninjured, organization and discipline in mining operations, control of mine explosions, and an account of plugging a gas well to protect a coal mine in Oklahoma.

The account of some recent experiments pertaining to the control of mine explosions by the specialists of the United States Bureau of Mines summarizes the results reached in that particular line of investigation as follows: (1) The initiation of a coal-dust explosion, the ease with which the coal dust is ignited, depends, other things being equal, upon its fineness, its purity (freedom from ash), and its percentage of combustible-volatile matter (volatile matter excluding moisture and inert gases); (2) the percentage of ash in the coal dust, unless over 40 per cent, appears to have little effect on the velocity or violence of an explosion; (3) the humidity of the air has no appreciable effect either upon the initiation or the propagation of an explosion; (4) an explosion may be caused most readily in an entry heading without opening, i. e., beyond the last break through or room; (5) if inflammable or explosive dust is laid throughout an entry-way, an explosion may proceed indefinitely through the entry as far as the dust extends; (6) sharp turns in the course of an explosion do not constitute a barrier to its propagation; (7) for the continuation of a dust explosion a strong-pressure airway is required to bring the dust up into suspension; and (8) ventilating currents appear to have little or no effect upon the ease of initiation or upon the propagation of an explosion.

In discussing methods for the prevention of explosions, the writer states that "nothing has been developed in tests with wetted coal dust to destroy confidence in that method as an effective means of preventing dust explosions" (p. 174). It is further stated that experiments by the Bureau of Mines with such incombustible dusts, termed "rock dusts," have been most favorable.



## FOREIGN COUNTRIES.

**Denmark.**—*Arbejdsløshedsinspektørens. Indberetning til Indenrigsministeriet for Regnskabsaaret 1913-14 (1. April 1913-31. Marts 1914). Copenhagen, 1914. 14 pp.*

Unemployment insurance has been organized in Denmark since April 9, 1907, under the act of that date. At the close of the fiscal year March 31, 1914, as reported by the unemployment inspector, there were in existence 55 recognized voluntary unemployment insurance funds, with a membership of 120,289; there was no increase in the number of funds over the preceding fiscal year. Of the total number 51 were organized for individual trades and are national in their scope, 3 were limited to certain trades within a district, and 1 was a purely local fund. The membership was so proportioned that 45.5 per cent were found in Copenhagen and Fredericksberg, 37.8 per cent in the towns of the provinces, and 15.9 per cent in rural localities. The total receipts of the 55 funds in the current year were 2,973,294 crowns (\$796,842.79); the total expenses were 2,218,542.48 crowns (\$594,569.38). Statistics for the fiscal year 1912-13 show that of the total receipts for that year, or 2,725,063.17 crowns (\$730,316.93), 52 per cent was contributed by the members, 33 per cent was provided by State subvention, and 15 per cent by municipal subsidies. The statistics of the fund show the number of members for the current year and for the preceding year, number reported unemployed and in receipt of benefits, number of days for which benefits were paid, total number of days lost by unemployment, and the relative number of days lost for which unemployment benefits were paid, all classified by trades and principal industry groups. The number of unemployed to whom assistance was rendered is also shown by occupation for a period of four fiscal years, according to classified number of weeks during which such members were unemployed. There is here presented a summary table of data for the year 1913-14.

NUMBER OF MEMBERS OF UNEMPLOYMENT INSURANCE FUNDS, UNEMPLOYED PERSONS RECEIVING BENEFITS, DAYS OF BENEFITS PAID, AND WORKING DAYS LOST, 1913-14.

Funds.	Number of members of funds.	Persons receiving benefits.		Days benefits paid.		Working days lost.		Per cent of working days lost for which compensation was paid.
		Total.	Per 100 members.	Total.	Per member.	Total.	Per member.	
Building trades and furniture making.	25,232	12,218	50	437,569	18	848,109	34	49
Day laborers.....	45,380	14,586	34	518,501	12	977,087	23	46
Food products.....	16,218	2,737	18	94,020	6	151,672	10	54
Textile and clothing.....	12,698	2,940	24	90,559	7	158,452	13	51
Lumber and woodworking.....	5,431	1,227	23	36,784	7	72,192	14	47
Metal working.....	16,889	4,732	29	123,861	8	222,517	14	48
Printing and bookbinding.....	5,230	1,036	20	50,602	10	70,258	14	62
Others.....	4,005	666	17	21,049	5	59,716	15	35
All funds.....	131,113	40,142	32	1,372,945	11	2,560,003	20	48

*Statistiske Departementet. Bolig- og Huslejsforhold i Danmarks Købstæder i Aaret 1911. Copenhagen, 1915. 46,\* 53 pp. (Danmarks Statistik. Statistisk Tabelværk. Femte Række, Litra A, Nr. 11.)*

This is a very detailed and comprehensive report on building and housing conditions, both rural and municipal, in the larger cities and provincial towns of Denmark, being the result of a canvass taken in connection with the general population census of February 1, 1911. The total number of dwelling houses (as distinct from hotels, public buildings, and factories also enumerated) comprised 16,434 in Copenhagen,

3,572 in Fredericksberg, and 53,623 in the provincial towns. The data are classified according to the size and character of the dwellings, the number of occupants, size of rooms, number of rooms, and the character of the rooms whether used as living rooms or servants' quarters, etc., according to the occupation and income of the occupants, and according to their rental value. All the material is classified by geographical localities and by classified size of towns. Of the total number of houses covered in the census for Copenhagen 8.6 per cent were two-story dwellings; 10.7, three-story dwellings; and 80.7, four-story houses and over; while in the smaller towns and cities throughout the Provinces 54.2 per cent were two-story houses; 31.9, three-story houses; and 13.9 were four or more stories. For the country as a whole 39.8 per cent of the houses consisted of a single dwelling, 24 per cent contained two dwellings, and 12.7 per cent three or more dwellings. Out of a reported total of 114,295 dwelling apartments, the largest proportion, 37.5 per cent, were two-room apartments; the next largest proportion, 30.5 per cent, consisted of three rooms; 12 per cent of four rooms; and 6.5 per cent of one room. In Copenhagen 41.7 per cent of all apartments reported had two rooms; 20.9 per cent contained three rooms; 15.7 per cent, four rooms; and 9.9 per cent, one room.

**Egypt.**—*Minister of Finance. Statistical Department. Annuaire Statistique de L'Egypte, 1913, 1914. Cairo, 1913, 1914. 2 vols.*

These two volumes constitute, respectively, the fifth and sixth issues of the statistical yearbook of Egypt, the first issue of which appeared in 1901 in English, while the volumes for 1910 to date have been in French. Contains statistics of the kind usually found in yearbooks, i. e., concerning the population, territory and climate, commerce and trade, and transportation and finances of the country; but the latest volume of 1914 contains one section (chapter 19) concerning prices and wages, investigations of which were begun by the statistical department during that year. Introductory to this chapter it is stated that in the years 1903–1913 wages of laborers in the building industry, both native and foreign, have increased between 1 and 3 plasters (4.9 to 14.8 cents) per day; this increase reached its maximum during the years 1906–1908, and in some occupations has been maintained up to 1913. It is further reported that the difference in the wages of native workmen and foreign workmen has not diminished relatively, remaining in general somewhat over 50 per cent higher for the latter than for the former. The prevailing hours of labor in the building trades are reported as 10 or 11 during the summer and 9 or 10 during the winter, not including rest periods, which vary from 2 to 2½ hours during the summer and from 1 to 1½ hours in the winter; that is, the hours of labor extend generally from 12 to 13 hours a day. During the period of rest the natives generally remain at the place of work while the Europeans usually spend the period at their homes or in the restaurants. Native workmen are found more generally employed in stonework, plastering, laying of asphalt, or as glaziers and rough-work carpenters, in general in occupations which ordinarily do not require specialized trade instruction, accuracy, or artistic sense; while on the other hand the foreign workmen are superior to the native workmen in the more skilled occupations, such as marble cutting, as painters or locksmiths, blacksmiths, cabinetmakers, tinsmiths, and electrical and gas workers.

The following table is taken from the yearbook for 1914, page 376, and shows the average daily wages during the month of September of workmen in the building trades during the years 1903, 1908, and 1913, classified by sex and as native or foreign workmen, for the cities of Cairo and Alexandria.

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AVERAGE DAILY WAGES IN THE BUILDING TRADES, IN CAIRO AND ALEXANDRIA, EGYPT, DURING THE MONTH OF SEPTEMBER, 1903, 1908 AND 1913.

Occupations.	Cairo.			Alexandria.		
	1903	1908	1913	1903	1908	1913
Excavating.....	\$0.300	\$0.325	\$0.300	\$0.300	\$0.325	\$0.350
Laborers:						
Men.....	.300	.325	.325	.325	.325	.350
Women.....	.225	.250	.275	.250	.225	.250
Children.....	.200	.225	.250	.250	.250	.225
Masons:						
Stone—						
Native.....	.900	.925	.875	.850	.875	.875
Foreign.....	1.175	1.275	1.300	1.100	1.175	1.000
Concrete—						
Native.....	.800	.875	.850	.900	.950	.875
Foreign.....	1.100	1.225	1.225	1.125	1.175	1.050
Brick—						
Native.....	.800	.900	.875	.900	.975	.900
Foreign.....	1.150	1.275	1.300	1.125	1.175	1.050
Plasterers:						
Adults.....	.750	.825	.825	.775	.800	.875
Children.....	.300	.375	.400	.325	.350	.350
Stone dressers and sculptors:						
Native—						
Adults.....	.850	.850	.800	.875	.900	.900
Children.....	.375	.400	.475	.400	.400	.375
Foreign.....	1.500	1.600	1.475	1.200	1.275	1.300
Tile setters:						
Native—						
Adults.....	.850	.900	.900	.875	.900	.950
Children.....	.350	.375	.425	.375	.400	.350
Foreign.....	1.250	1.450	1.475	1.175	1.165	1.125
Marble cutters:						
Native—						
Adults.....	.875	.925	.925	1.000	1.025	1.025
Children.....	.425	.525	.500	.500	.525	.375
Foreign.....	1.350	1.475	1.475	1.250	1.325	1.275
Asphalt layers:						
Native.....	.750	.750	.750	1.025	.900	.950
Foreign.....	1.175	1.200	1.175	1.300	1.200	1.275
Painters:						
Native.....	.700	.725	.700	.800	.875	.800
Foreign.....	1.075	1.150	1.100	1.000	1.100	1.125
Glaziers.....	.700	.725	.725	.875	.925	.900
Locksmiths:						
Native.....	.675	.725	.775	.825	.825	.825
Foreign.....	1.050	1.175	1.200	1.125	1.150	1.075
Structural iron and metal workers:						
Native.....	.825	.850	.825	.825	.850	.900
Foreign.....	1.175	1.200	1.150	1.075	1.100	1.175
Carpenters and joiners:						
Native—						
Adults.....	.800	.800	.850	.950	.875	.925
Children.....	.325	.400	.425	.400	.325	.325
Foreign.....	1.175	1.200	1.250	1.200	1.150	1.150
Cabinet makers:						
Native.....	.950	1.025	.925	1.050	1.050	1.000
Foreign.....	1.500	1.475	1.500	1.300	1.300	1.225
Tinners:						
Native.....	.800	.900	.950	.975	1.000	.925
Foreign.....	1.150	1.275	1.375	1.250	1.300	1.250
Electrical and gas workers:						
Native.....	.950	1.000	1.050	.975	.975	1.025
Foreign.....	1.375	1.600	1.600	1.375	1.400	1.400
Machinists:						
Native.....	.950	.850	.950	1.000	1.025	1.025
Foreign.....	1.625	1.375	1.525	1.500	1.275	1.525
Plumbers and gas fitters:						
Native.....	.850	.875	.850	.975	1.000	.950
Foreign.....	1.475	1.450	1.425	1.375	1.400	1.200

England.—Birmingham Health Department. Report of the Medical Officer of Health for the year 1914. Birmingham, 1915. 132 pp.

This annual report of the health officer covers his activities for the calendar year 1914. The population of the city is variously estimated as from 860,000 to somewhat over 880,000. Particular attention may be called to such topics as infant mortality, housing and town planning undertaken by the city during the year, ventilation of



working-class dwellings, and the activities of the health office in relation to the enforcement of the early shops closing act and the factory and workshop acts. Under the shops closing act the work of inspection required the services of four full-time inspectors, who in the course of the year made 42,838 inspections, as compared with 36,199 in 1913. There were discovered 667 infractions of the act (384 in 1913), but it was found necessary to prosecute in only 28 cases (42 instances in 1913). Under the factory acts 10,021 inspections were made, the work being carried on by four inspectors (2 men, 2 women), employing their whole time in the work, together with the assistance of the regular sanitary inspectors. No prosecutions were found necessary during the year under the factory acts.

**Germany.**—*Invalidenversicherung und Arbeiterwohlfahrt; eine Festschrift aus Anlass des 25. jährigen Jubiläums der deutschen Reichsversicherung. Im Auftrage der deutschen Versicherungsanstalten, Herausgegeben von Elle, Dr. Freund, Dr. Liebrecht, Von Schmid. Berlin, Ernst Wasmuth A. G., 1910, 99, XLII, pp., 100 leaves.*

Attention is called to this volume, which has been prepared under the direction of the national invalidity insurance institutes organized as the carriers of the national invalidity insurance system because, although published in 1910, it does not appear, so far as known, to have been listed in any bibliography of the subject. It was only recently obtained by this bureau. It is a volume of considerable bulk, consisting of folio sheets 19 by 12½ inches in size, made up of 99 pages of text and 42 pages of index and brief description of the illustrations; the latter consist of 100 leaves of photographs, most of which are full-page illustrations, numbering in all 174. These illustrations consist of pictures of the buildings and surroundings of the different sanatoriums, interior views of the work and manner of life of patients; also views of the houses erected in various cities of the Empire by the aid of the funds of the insurance institutes.

It is a memorial volume, or so-called *Festschrift*, compiled on the occasion of the twenty-fifth anniversary of the establishment of the invalidity and old-age insurance system in Germany (act of June 22, 1889). The text consists of three principal parts, each of which is written by an individual author. Part 1 treats of the activities of the national invalidity insurance institutes in the establishment and maintenance of sanatoriums for the care of insured tuberculous wage earners, as well as those rendered invalids from other causes; part 2 describes the scope and extent to which the funds of the institutes have been employed to aid in the erection of workmen's houses; part 3 describes certain miscellaneous welfare activities of the institutes. The work of the invalidity insurance institutes in the care of tuberculous wage earners has been extensively treated in Bulletin 101 of this bureau, and the extent of their housing operations has also been taken up somewhat fully in Bulletin 158.

The amount of work and of funds devoted by the national insurance institutes to other welfare activities seems to be considerable, if one may judge from a mere enumeration of the different projects undertaken by them. Sanatoriums, for other than tuberculous wage earners, have been established and maintained by several of the national institutes; their funds have been spent for the support of visiting nurses in some localities, the maintenance of low-priced eating houses conducted without profit, the equipment and support of lying-in hospitals, free ambulance service, invalid homes, and even employment exchanges. This welfare work, it should be remarked, is generally carried on by a central welfare body, established exclusively for that purpose. Indirectly they have made loans to aid in the erection of hospitals, for the maintenance of popular recreation centers and educational institutes, such as primary schools, agricultural trade schools, specialized institutes for the defective, the blind, and the deaf, etc., refuge homes, workmen's colonies, asylums and orphans' schools. Some of their funds have been invested in providing cheap transportation facilities and in the repair and construction of roads and bridges and other public utilities; also for the establishment of mechanics' institutes, mission homes, municipi-

pal clubs, children's homes, market halls for consumers' leagues, and cooperative storage houses. Their funds have been used in agricultural propaganda, for the support of farmers' institutes, and for loans to small proprietors. They have made loans for the building of churches and chapels, for the erection of soldiers' barracks in certain municipalities; furnished drill grounds and equipped soldiers' recreation rooms, etc.

**India (Punjab).**—*Department of Industries and Land Records. Annual Report on the Working of the Indian Factories Act, 1911, in the Punjab, Delhi, and N. W. Provinces for the Year 1914. Lahore, 1915. 13, xvi, 4, iii pp.*

Report of labor conditions in the Indian Provinces on sanitation, lighting, safety precautions, hours of labor, wages, number of employees, etc., in factories, as determined by inspections conducted by the factory inspector.

Of the 201 (224 in 1913) factories inspected in the Punjab employing 31,243 persons, 21 were government or local funds' factories employing 15,379 persons. Of the whole number of employees, 26,362 were adult males, 3,749 adult females, and 1,132 were minors, 940 of whom were males. There were 227 accidents reported, 163 slight, 53 serious, and 11 resulted in death. There were 30 convictions of violations of the Factories Act. The report notes a depression in the cotton industry as a result of the war.

The following table shows the average number of daily employees in industrial establishments, 1912 and 1913:

NUMBER OF PERSONS EMPLOYED IN INDUSTRIAL ESTABLISHMENTS IN THE PUNJAB 1912, 1913.

	1912	1913
Government and local fund factories.....	14,805	15,070
All other factories:		
Textiles.....	2,476	2,668
Metal working (foundries, etc.).....	331	249
Transportation (railway, etc., workshops).....	( <sup>1</sup> )	( <sup>1</sup> )
Food preparation.....	1,194	1,360
Chemicals and dyes.....	60	45
Paper and printing.....	930	1,077
Carpentry, cement works, woodworking, stone and tile making, etc.....	236	296
Hides and leather.....	( <sup>1</sup> )	( <sup>1</sup> )
Miscellaneous.....	10,525	10,944
Total.....	30,557	31,709
All establishments:		
Adults—		
Males.....	26,290	27,053
Females.....	3,564	3,864
Children—		
Males.....	633	725
Females.....	70	67

<sup>1</sup> Not reported.

**Italy.**—*Ministero di Agricoltura, Industria e Commercio. Direzione Generale della Statistica e del Lavoro. Ufficio del Censimento. Censimento degli opifici e delle imprese industriali al 10 giugno 1911. Rome, 1914. 4 vols.*

These four volumes constitute the manufacturing census of Italy of June 10, 1911, the final volume of which was only recently received by the Bureau. An earlier census of manufacturing industries (Statistica industriale) was taken in 1903, and published by the Direzione Generale della Statistica, Rome, 1906.

Volume 1 of the present work presents the data in summary form for all industrial establishments in the Kingdom, indicating number of persons employed and power used; 8 large industry groups are indicated, as follows:

(1) Underground mining; (2) working up of agricultural products (exclusive of textiles and chemicals); (3) metal industries; (4) working up of mineral products

(exclusive of metals), and building and construction work; (5) textiles; (6) chemical industries; (7) printing and public service; (8) miscellaneous.

The data are presented separately for the whole Kingdom by Departments, Provinces, districts, and communes. The same data for establishments employing not more than 10 persons are presented in volume 2 and for establishments employing more than 10 persons in volume 3; the data contained in these two volumes are summarized for all establishments in volume 4, showing total number of establishments, motive power used, duration of operation during the year, manner of operation, whether by individual owners, corporation, etc., and the number of persons employed according to sex and age, and whether salaried employees or wage earners. While volume 1 classifies the material according to the 8 large industry groups indicated, volumes 2, 3, and 4 have improved upon this classification to the extent of indicating 41 principal classes and 207 different subclasses of industries.

The more important data of the census are presented in the two tables which follow:

NUMBER OF INDUSTRIAL ESTABLISHMENTS IN ITALY AND THEIR USUAL DURATION OF OPERATION DURING THE YEAR ACCORDING TO THE CENSUS OF MANUFACTURES OF JUNE 10, 1911.

Industry groups.	Total establishments.	Establishments—			
		Operated the entire year.	Which usually suspend operation during—		
			Not more than 3 months.	More than 3 and up to 6 months.	More than 6 months.
Underground mining.....	3,570	2,483	838	192	57
Working up of agricultural products (exclusive of textiles and chemicals).....	135,461	107,922	14,502	5,796	7,241
Metal industries.....	41,109	36,324	3,822	829	134
Working up of mineral products (exclusive of metals).....	17,727	10,636	5,147	1,407	537
Textile industries.....	32,651	25,551	4,118	2,480	502
Chemical industries.....	5,661	3,474	1,071	535	581
Printing and public service.....	5,309	4,824	374	62	49
Miscellaneous.....	2,438	2,141	196	71	30
Total.....	243,926	193,355	30,068	11,372	9,131

PERSONNEL OF INDUSTRIAL ESTABLISHMENTS IN ITALY ACCORDING TO THE CENSUS OF MANUFACTURES OF JUNE 10, 1911.

Industry groups.	Total personnel.	Owners, directors, managers.		Salaried employees, not members of the family of the owner.		Employed members of the family of the owner.	
		Males.	Females.	Males.	Females.	Males.	Females.
Underground mining.....	62,216	3,771	19	2,210	18	1,773	161
Working up of agricultural products (exclusive of textiles and chemicals).....	640,856	135,830	4,135	10,380	987	72,022	18,627
Metal industries.....	389,225	43,057	415	14,792	845	24,927	1,226
Working up of mineral products (exclusive of metals).....	306,512	19,229	267	7,912	214	9,381	1,379
Textile industries.....	656,733	26,217	8,492	13,093	4,983	10,786	14,133
Chemical industries.....	100,924	5,989	174	5,431	739	2,450	878
Printing and public service.....	76,788	5,773	121	5,568	484	1,735	550
Miscellaneous.....	71,184	2,966	74	3,566	395	1,537	306
Total.....	2,304,438	242,832	13,697	62,952	8,665	124,611	37,260



PERSONNEL OF INDUSTRIAL ESTABLISHMENTS IN ITALY ACCORDING TO THE  
CENSUS OF MANUFACTURES OF JUNE 10, 1911—Concluded.

Industry groups.	Workers.				
	Total number.	Males.		Females.	
		Under 15 years of age.	15 years of age and over.	Under 15 years of age.	15 years of age and over.
Underground mining.....	54,264	2,487	49,332	179	2,266
Working up of agricultural prod- ucts (exclusive of textiles and chemicals).....	398,875	46,796	288,609	9,194	54,276
Metal industries.....	303,963	26,016	260,112	2,480	15,355
Working up of mineral products (exclusive of metals).....	268,130	20,062	226,533	2,643	18,892
Textile industries.....	579,029	18,465	119,435	87,287	353,842
Chemical industries.....	85,263	1,705	50,795	2,213	30,550
Printing and public service.....	62,557	3,555	52,649	724	5,629
Miscellaneous.....	62,340	4,002	49,906	1,139	7,293
Total.....	1,814,421	123,088	1,097,371	105,859	488,103

*Ufficio del Lavoro. Statistica degli scioperi avvenute in Italia negli anni 1908 e 1909.*  
Rome, 1915. 376 pp.

The Italian bureau of labor has just issued in folio form strike statistics for the years 1908 and 1909. The statistics are given separately for industrial and agricultural strikes.

Strikes reached a climax in 1907 with respect to their frequency and the number of strikers involved, but a considerable decrease in the number of strikes and strikers took place in 1908 and in 1909. In the case of agricultural establishments the decrease in the frequency and extent of strikes was still more marked in these years.

The following tables taken from the above report give certain data concerning strikes in Italy:

STRIKES IN ITALY CLASSIFIED AS INDUSTRIAL AND AGRICULTURAL STRIKES, 1900  
TO 1909.

Year.	Industrial strikes.			Agricultural strikes.	
	Number.	Number for which workers involved were re- ported.	Workers involved.	Number.	Workers involved.
1900.....	383	383	80,858	27	12,517
1901.....	1,042	1,042	196,540	629	222,683
1902.....	810	810	197,514	222	146,706
1903.....	549	549	109,327	47	22,507
1904.....	631	630	124,834	208	94,756
1905.....	628	625	110,832	87	43,695
1906.....	1,299	1,269	264,029	342	117,065
1907.....	1,881	1,813	321,499	377	254,131
1908.....	1,459	1,409	197,958	286	173,425
1909.....	930	910	140,452	132	46,569

## RESULTS OF STRIKES AMONG INDUSTRIAL WORKERS IN ITALY IN 1908 AND 1909.

	1908		1909	
	Per cent of strikes.	Per cent of number involved.	Per cent of strikes.	Per cent of number involved.
Completely favorable to employees.....	20.0	18.2	21.9	15.3
Generally favorable to employees.....	13.6	17.3	12.8	13.4
Equally favorable to both parties.....	14.7	12.6	15.7	14.3
Generally favorable to employers.....	12.9	15.1	13.8	27.5
Completely favorable to employers.....	33.7	33.7	33.2	23.6
Result not certain.....	5.1	3.1	2.6	5.9

## PER CENT OF STRIKES AND OF STRIKERS AMONG INDUSTRIAL WORKERS IN EACH OF THE YEARS 1908 AND 1909, BY DURATION OF STRIKE.

Duration of strikes.	1908		1909	
	Per cent of strikes.	Per cent of strikers.	Per cent of strikes.	Per cent of strikers.
Less than 1 day.....	19.4	10.3	22.7	13.7
1 to 5 days.....	38.1	37.7	34.1	24.5
6 to 10 days.....	17.9	20.8	18.3	27.7
11 to 20 days.....	12.5	18.3	12.0	15.3
21 to 30 days.....	3.8	3.5	6.5	6.1
31 to 50 days.....	2.6	2.9	3.3	8.8
51 days and over.....	2.3	5.6	2.6	1.5
Duration not reported.....	3.4	.9	.5	2.4

**Netherlands.**—*Centraal Bureau voor de Statistiek. Beknopt Overzicht van den Omvang der Vakbeweging op 1 Januari 1914. The Hague, 1914. 32, XI pp. (Bijdragen tot de Statistiek van Nederland, New Series No. 213.)*

Contains statistics of organized labor in Netherlands as of January 1, 1914. During the year the number of unions increased from 2,806 to 3,223, while the membership increased from 189,030 to 220,275. Classified according to a confessional or religious line of cleavage it appears that the membership of the unions of that class increased 21 per cent, while the membership of unions not organized on a religious basis increased 15 per cent. Of the 3,223 local unions in existence on January 1, 1914, 2,821 with a membership of 137,893, or 63 per cent, were affiliated with some one of 5 national federations, while 380 local unions and 22 national unions having an aggregate membership of 82,382 were not so affiliated. Outside of these organizations there were 603 laborers' associations, not classifiable strictly as trade-unions, having a membership of 71,342. The following table shows certain statistics of the trade-union movement in Netherlands from 1910 to 1914:

## MEMBERSHIP OF LABOR UNIONS, AND PER CENT OF SUCH MEMBERSHIP IN UNIONS AFFILIATED WITH THE CONFEDERATIONS OF LABOR, 1910 TO 1914.

Year.	Number of members in—				Membership of unions.	
	Protestant unions.	Catholic unions.	Nonsec-tarian unions.	Total.	Affiliated with con-federations.	Per cent of members in affiliated unions.
1910.....	11,014	22,924	109,912	143,850	62,351	43.34
1911.....	12,575	23,480	117,634	153,689	72,646	47.27
1912.....	13,090	25,758	130,296	169,144	82,570	48.82
1913.....	12,425	30,769	145,836	189,030	101,428	53.66
1914.....	14,812	37,498	167,965	220,275	137,893	62.60

*Centraal Bureau voor de Statistiek. Statistiek van de Berechting der Overtredingen van de Arbeids-, Veiligheids- en Steenhouwerswetten in 1913. The Hague, 1914. 54 pp. (Bijdragen tot de Statistiek van Nederland. New Series No. 214.)*

A report of infractions of the general labor law, the law relative to the health and security of employees, and the law for the protection of laborers in stoneyards during the year 1913, showing the number of establishments against which proceedings were begun, number of persons employed in contravention of the law, number of convictions secured, classified by locality and industry and according to the provisions of law violated.

The following table shows the number of violations of the labor and health and safety laws and the number of convictions secured, 1909 to 1913:

NUMBER OF INFRACTIONS OF AND CONVICTIONS UNDER THE LABOR LAW AND THE HEALTH AND SAFETY LAW.

	1909	1910	1911	1912	1913
Labor law:					
Violations.....	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	4,754	8,247
Convictions.....	1,623	1,990	1,902	2,219	3,135
Health and safety law:					
Violations.....	523	219	267	345	356
Convictions.....	275	141	136	176	181

<sup>1</sup> Not reported.

The more frequent violations of the laws arose in connection with working during prohibited hours, 2,916 in 1913; 1,314 in 1912; working other than scheduled hours, 1,811 in 1913; 1,273 in 1912; employees not in possession of working cards, 917 in 1913; 630 in 1912; and employment of children under 13 years of age or deficient in educational qualifications, 782 in 1913 and 531 in 1912.

The law for the protection of stone workers came into force March 1, 1913, and up to December 31, 1913, there were reported 14 infractions of it and 11 convictions.

**New Zealand.**—*Department of Labor. Awards, recommendations, agreements, etc., made under the Industrial Conciliation and Arbitration Act for the year 1914. Volume 15. Wellington, 1915. clx, 1037 pp.*

Over 1,000 awards, recommendations, agreements, and other proceedings were handled by the court in the course of the year. Among the interesting decisions handed down was one involving the "preference to unionists" clause of the arbitration act. This clause has been regularly interpreted by the court as permitting the unionists to insist upon the employers giving preference to union members in the hiring of men; on the other hand, the union must be an open one, and the preference is to continue only as long as the rules of the union permit any journeyman of good character and sober habits to become and continue a member upon payment of the prescribed fees and contributions, which must be reasonable in amount. In the case in question (Otago and Southland Furniture Trade, p. 727), charging that an employer had wrongfully engaged nonunion men contrary to the preference clause, it appeared that a rule of the Furniture Trade Union provided that any member "guilty of an offense that will bring discredit or disgrace on the union, or act in any manner detrimental to the interests of the union may be expelled or dealt with as the union may deem fit." The court held this rule of the union to be inconsistent with the requirements of the award regarding preference to unionists, and commented on it as follows:

By the provisions of the rule in question the union retains the power of expelling any member who may, I presume, in the opinion of the majority of the members of the union, be guilty of any offense which may bring discredit or disgrace upon the union, or who may do any act which, in the like opinion, may be in any manner



detrimental to the union's interests. The question shortly put is, Does this rule "permit any journeyman of good character and sober habits to become and continue a member of the union" so long as he pays the prescribed fees? Any man, whether in a partnership, society, or association of any kind, may, and often does, owing to his folly, rashness, or thoughtlessness, act in a manner detrimental to the interests of such partnership, society, or association, whilst nevertheless remaining unimpeachable both as to character and sobriety. The words "disgrace" and "discredit" used in the rule are likewise, though in a lesser degree, unfortunate, since among the meanings of the former word is "lack or loss of favor or support," and of the latter "want of credit." \* \* \* The rule clearly fails to provide that any journeyman of good character and sober habits may continue a member of the union so long as he continues to pay the prescribed fees. On the contrary, it provides that, however good his character and perfect his sobriety may be, he may be expelled at any time when, in the opinion of a majority of the union, he may, through folly or thoughtlessness, or even for some proper motive or reason, have acted detrimentally to its interests, whether material or otherwise, or have brought it into disfavor or discredit, whether with the public or with other unions or persons (p. 729).

**Norway.**—*Departementet for Sociale Saker, Handel, Industri og Fiskeri. Arbeidsledighet og Arbeidsledighetsforsikring. Utgit av Socialavdelingen under Departementet for Sociale Saker, Handel, Industri og Fiskeri, Christiania, 1915. 2 vols. (Volume I: Tillægshefte til Sociale Meddelelser, 1915; Volume II: Sociale Meddelelser, 1915, No. 1.)*

*Departementet for Sociale Saker, Handel, Industri og Fiskeri. Om Utfærdigelse av Lov om Stats og Kommunebidrag til Norske Arbeidsledighetskasser. [Christiania, 1915.] 41, 102 pp. (Oteltings Propositionen No. 30, 1915.)*

The first report noted above is that of a special committee of the department of labor and industry, appointed to inquire into the advisability of amending the existing laws on State subsidies and voluntary unemployment fund. The second report is that of a committee of the Government submitting a draft of a law on the same subject and containing a summarized statement of the findings of the first committee mentioned.

The history of the movement for unemployment insurance in Norway is briefly stated. Voluntary funds established by trade-unions or other labor organizations had existed since 1899; in 1906 the Government passed a law (June 12) providing for subsidies from the national Government and from the municipalities in certain proportions. As the law was applicable for only five years and some three months, it ceased to be in force at the close of 1911. The amount of the Government subsidy under the act was one-fourth of the benefits which might be paid out; this proportion was increased to one-third in 1908. The law so amended was continued in force from the close of 1911 up to the end of the year 1914. The report of the committee (appointed Jan. 24, 1914) therefore relates to the enactment of a new law to take effect in 1915. As the basis for its recommendation the committee obtained reports on the operation of the existing law from 35 village presidents, 2 city mayors, 50 chairmen of parish boards, and 20 communal overseers of the poor. The Federation of Norwegian Trade Unions submitted a combined report from 12 public unemployment funds adhering to its organization, and 4 other unions in the federation, which conducted organized unemployment funds, submitted special reports; and 3 unemployment funds not members of the National Trade Federation made special reports.

The investigations of the departmental committee include a survey of unemployment among Norwegian trade-unions from July, 1903, to December, 1914; statistics of the number employed according to industries as reported from about 300 large employing establishments; and the reports of the unemployment offices from 1898 to July, 1914. Tables are also presented to show the amount of unemployment aid rendered under the law and the relative amount of the subsidies granted by the State and by the municipalities. The second volume of the report is very largely a description of the administrative organization and relationship of employment offices and unemployment funds, and the work of trade-unions, organizations of agricultural

laborers, and others engaged in the work, together with a report of unemployment insurance in certain foreign cities and countries.

The committee registers its approval of the continuation of the unemployment insurance system in force; it recommends a voluntary system as distinguished from the compulsory system in force in Great Britain since 1911. Among the changes suggested in the existing law are the following: (1) An increase of the subsidy given by the State and municipalities from one-third to one-half of the benefits to be paid; (2) shortening of the period of residence for foreigners who may wish to benefit by the law from five years to one year; (3) the payment of unemployment benefits from the second day of the period of unemployment, if several periods of unemployment occur within six weeks (hitherto unemployment benefits had only been paid after the third day of unemployment); (4) continuing the maximum period of 90 days for which unemployment support may be paid, but permitting a longer period as long as the war continues; (5) shortening the period of residence in a municipality to six months instead of five years, as hitherto, for acquiring the right of membership in a local fund. The committee emphasizes the necessity of a close relationship between both public and private employment offices and between all unemployment insurance funds, and to emphasize that connection recommends the appointment of an inspector to be head of the combined systems. The committee calls attention to the fact that this is the method employed in Denmark and urges that this is the secret of the success of any system of unemployment insurance.

CHRISTIANIA.—*Kredssykekasse. Aarsberetning, 1914; Sykestatistik 1913-1914. 4. Driftsaar. Christiania [1915]. 72 pp.*

This and previous reports on the operations of the local sick fund for Christiania established July 3, 1911, in conformity with the sickness insurance law of September 18, 1909, will be given somewhat extended treatment in the next issue of the MONTHLY REVIEW.

Ontario.—*Department of Agriculture. Factory Inspection Branch. Twenty-seventh Annual Report, 1914. Toronto, 1915. 72 pp.*

Report of the operations of the factory inspection branch for the year ending October 31, 1914. During the year the office made 10,059 visits and inspections of factories and mercantile establishments employing 229,480 persons; there were found employed 94 persons under 14 years of age. Recommendations for improved sanitation, fire escapes and other fire protection, safety devices, etc., were made in 6,808 cases; there were 15 prosecutions during the year, all leading to convictions. The number of accidents reported for the year shows a decrease from that reported for the previous year. During the 10-month period ending October 31, 1913, 1,459 accidents were reported (54 fatal), and for the year ending October 31, 1914, 1,270 accidents were reported, of which 52 were fatal. Accidents are also classified as to causes.

Included in the report are all factory rules and regulations drafted in pursuance of the law.

*Interim Report of the Commission on Unemployment, July 15, 1915. Toronto, 1915. 11 pp.*

Recommendations for reducing unemployment resulting from fluctuations in or temporary dislocation of business through a proposed department of labor in cooperation with other departments.

A special inquiry on the subject of unemployment in 1913 and 1914 showed that the average number of steady employees during 1913 engaged in 651 manufacturing establishments was 78,077, which was decreased 14 per cent in 1914. Upon this basis it was estimated that the industrial unemployment during 1914 equaled the full working time of 20,000 persons, or an average period of unemployment for not less than 70,000 persons of about 15 weeks each. Seasonal employments are not included in



this estimate, and reports seem to indicate that the average number of idle days in these is about 83.

Industrial education is recommended as of incalculable advantage. Other recommendations are the establishment of a department of labor and a provincial system of employment offices.

**Sweden.**—*Socialstyrelsen, Arbetartillgång, Arbetstid och Arbetslön inom Sveriges Jordbruk, År 1913. Stockholm, 1914. 119 pp. (Sveriges Officiella Statistik. Socialstatistik.)*

*Lantarbetarnas Arbets- och Löneförhållanden inom Olika Bygder och å Typiska Lantegendomar. Stockholm, 1915. 412 pp. (Sveriges Officiella Statistik. Socialstatistik.)*

These two volumes constitute a report by the Swedish office of labor on hours and wages and conditions surrounding the employment of agricultural laborers in that country. The first volume is an annual report for the year 1913, in continuation of a similar series dating from 1910, while the second volume is a more comprehensive investigation of agricultural labor in Sweden. The data in both instances were collected by means of schedules sent out to municipalities and agricultural associations.

The report for 1913 covers data received from 2,170 rural communes. To call attention to some of the more important facts brought out, it is noted that the average pay for male laborers paid by the day is 2.54 crowns (\$0.681) per day in summer, and 1.92 (\$0.515) in the winter. Temporary labor is paid 2.97 crowns (\$0.796) per day in the summer and 2.19 crowns (\$0.587) in the winter. In this connection it may be remarked that a large number of women were employed in harvesting grain and in the cultivation of beets and potatoes, who received a daily wage of 1.77 crowns (\$0.474), not including board, and 1.21 crowns (\$0.324) with board.

The data presented in the second volume listed above was very largely secured by means of correspondence. Schedules giving full data were received from 291 rural economic societies and from 2,400 communes. More than 1,000,000 persons are engaged in farming in Sweden, of whom two-thirds are independent operators. The more level region of the east is the only section of the country where large farms are the predominant type. On these farms a considerable portion of farm laborers are working by the day for wages.

The recognized type of farm laborers are: (1) Unmarried help found on small farms, paid both wages and in kind, with board and lodging; (2) those paid wages in cash, and part payment in kind, found on the large farms and generally married; (3) tenant farmers, who by their contract are permitted to farm a small area on their own account in return for a certain number of days of labor rendered for the owner; (4) day laborers, strictly, who live very frequently in their own homes, the site of which may or may not be owned by themselves. In the north and south farm labor is performed by the second class indicated above, who are paid by the day. This class of laborers might well be classed with industrial workers. Seasonal laborers are employed very largely in regions where beets and potatoes are grown.

The hours of work of farm laborers in Sweden have changed very little the last three years. Thus, in 1911 the hours worked per day, including rest period, were 12.7 and the same in 1912, but reduced to 12.6 in 1913. The net hours of labor, however, in the summertime, for which period these figures are applicable, were 10.5 in 1911 and 10.4 in 1912 and 1913.

*Socialstyrelsen. Preliminär Översikt över Byggnads- Och Bostadsförhållandena Å de Orter, Som Berörts av 1912-1914 Ars Allmänna Bostadsräkningar. Särtryck ur Sociala Meddelanden 1915. [Nos. 3 and 7.] Stockholm, 1915, 92 pp. (Sveriges Officiella Statistik. Socialstatistik.)*

This report is a preliminary summary of the investigation of a commission appointed to inquire into housing conditions in Sweden which was combined with the making



up of the civil registration lists in 1913 and 1914. It is a reprint from Nos. 3 and 7 of the labor journal (*Sociala Meddelanden*) issued by the same office.

In the localities included in the inquiry at the time the census was taken there were reported 89,627 houses containing 344,480 dwelling apartments. The number of dwelling apartments for each house was 3.8; this proportion was, however, 6.2 in the larger cities of over 40,000 inhabitants, and 2.2 in the smaller centers of less than 5,000 inhabitants. With regard to ownership, 42,492 apartments, or 12.3 per cent, were occupied by their owners, while 274,537, or 79.7 per cent, were occupied by renters, and 19,718, or 5.7 per cent, were occupied without any rental charges, or at the most for a small return, while 7,733 apartments, or 2.3 per cent, were for rent at the time of the census. These data vary greatly in the different towns and villages.

The density of population in these houses is shown by the fact that in cities and towns there were 1.33 inhabitants for each room. In Stockholm this was 1.29, and 1.50 in cities in the northern part of the country. The greater density of population which would be indicated for cities in the north is only apparent as the rooms in the houses in that part of the country are generally larger.

The houses included in the investigation for the 108 rural communes did not present a uniform character. Thus in a predominantly rural section there were found groups or collections of houses some 30 in number which presented all the characters as far as housing conditions were concerned which were peculiar to the city. These were, as a rule, industrial centers built up by an employer; thus of the 15,835 dwelling apartments in the localities in question, 56.6 per cent were of that kind. As to the size of the dwellings, it is noticeable that 23.6 per cent consisted of a kitchen alone, 55.4 per cent consisted of a kitchen and one room, 13.4 per cent of a kitchen and two rooms, and 7.6 per cent of a kitchen and three or more rooms. The houses in these rural communities contain 1.5 inhabitants for each room; for houses consisting of not more than two rooms and a kitchen the density was 1.87 for each room. This is a density considerably greater than that reported for cities and towns.

STOCKHOLM.—*Statistiska Kontor. Berättelse angående Stockholms Stads Arbetsförmedling jämte Statistisk Översikt rörande Verksamheten år 1913. Stockholm, 1915. 40\*, 39 pp. (Stockholm Stads Statistisk. IX. Arbetsförmedling.)*

This is a report of the activities of the public employment exchange of the city of Stockholm. This service was established in Stockholm on December 6, 1904, and is under the direction of a board selected by the municipal council and composed of a president and an alternate and of 10 members with 6 alternates, half of which members are representatives of employers and half of workmen. The office began operation on September 22, 1905, with a single exchange, and on May 2, 1911, a branch exchange was established. The actual management of the exchange and its branch was conducted during the years 1912 and 1913 by 11 employees. The office is open from 9 a. m. to 4 p. m. To coordinate the employment service cooperation is had between this and other offices of a similar kind. The expenses for the year 1913 covered by this report amounted to 57,593.94 crowns (\$15,435.18) as compared with 55,897.33 crowns (\$14,980.47) in 1912.

In addition to its other activities, the exchange publishes each year statistics of its operations and also, in text form, statements collected from correspondents concerning the condition of the labor market. The number of positions filled in the course of the year 1913 showed an increase of 5 per cent over the preceding year; the per cent of places filled during 1912 and 1913 was approximately 78 for the men and 53 for the women registered. Its largest work was done in supplying male labor for agricultural and forest operations. Among industries and handicrafts the largest number of places filled were for those in the metal and machine industries and in construction work. In the woman's division of the exchange the largest proportion of

places filled was that for domestic service. As to age, the largest proportion of those for whom positions were secured were between the ages of 20 and 30, while as to conjugal condition the largest proportion were unmarried.

Seventy-four private employment bureaus reported to the central exchange in 1913 that they had placed 27,879 workmen; the municipal service in the same year had placed 25,059 workmen, or 47.3 per cent of all places filled. A summary table of the operations of the municipal exchange for the years 1909 to 1913 follows:

OPERATIONS OF THE PUBLIC EMPLOYMENT EXCHANGE OF THE CITY OF STOCKHOLM, 1909-1913.<sup>1</sup>

Year.	Males.					Females.					Total.				
	Vacancies reported.	Applications for positions.	Positions filled.	Number of vacancies per 100 applications.	Number of places filled per 100 applications.	Vacancies reported.	Applications for positions.	Positions filled.	Number of vacancies per 100 applications.	Number of positions filled per 100 applications.	Vacancies reported.	Applications for positions.	Positions filled.	Number of vacancies per 100 applications.	Number of places filled per 100 applications.
1909....	14,993	10,077	7,353	148.8	73.0	11,036	15,662	6,670	70.5	42.6	26,029	25,739	14,023	101.1	54.5
1910....	17,791	10,248	7,615	173.6	74.3	12,897	16,251	7,790	79.4	47.9	30,688	26,499	15,405	115.8	58.1
1911....	20,000	11,120	8,861	179.9	79.7	15,733	18,225	9,280	86.3	50.9	35,733	29,345	18,141	121.8	61.8
1912....	24,724	15,467	12,053	159.9	77.9	19,959	22,238	11,884	89.8	53.4	44,683	37,705	23,937	118.5	63.5
1913....	23,968	16,115	12,542	148.7	77.8	19,935	23,430	12,517	85.1	53.4	43,903	39,545	25,059	111.0	63.4

<sup>1</sup> Including 1 branch at Södermalm, which in 1913 filled 3,880 positions.

**Victoria.**—*Chief Inspector of Factories and Shops. Report for the Years Ending December 31, 1913; December 31, 1914. Melbourne. 2 vols.*

Presents statistical data concerning accidents, employees, wages, and prosecutions for noncompliance with factories and shop acts, wage boards, and overtime work for the years 1913, 1914.

The number of special (wage) boards has been increased, numbering at the present time 140.

NUMBER OF EMPLOYEES AND ACCIDENTS IN FACTORIES AND WORKSHOPS IN VICTORIA, 1912-1914.

Year.	Number of establishments registered.	Number of employees.			Accidents.		
		Male.	Female.	Total.	Total.	Number per 10,000 employees.	Fatal.
1912.....	7,750	65,491	39,255	104,746	389	37.1	.....
1913.....	8,089	69,436	41,051	110,487	407	36.8	7
1914.....	8,447	70,562	40,098	110,660	391	35.3	4

In 1910 there were 83,053 employees in registered factories and workshops, and 331 accidents reported, or 39.8 accidents per 10,000 employees; in 1911, 88,694 employees were found in registered factories and workshops, and 337 accidents were reported, or 37.9 accidents per 10,000 employees. No definition of what constitutes an accident is given, nor is the manner of counting employees indicated, whether full-time workers or average number.

During the year 1913, 317 permits for overtime work were granted to 226 factories for 2,006 weeks, involving an aggregate of 15,586 hours of labor by 9,552 women and 233 boys. In 1914, 296 such permits were issued to 201 factories, allowing 1,525 weeks with an aggregate of 12,652 hours of overtime work by 8,999 women and 463 boys.

*Government Statist. Victorian Yearbook, 1912-13, Thirty-third issue. Melbourne, 890 pp.*

The general plan of this issue of the yearbook is the same as in former years, but with some changes. It contains general statistical information concerning political and economic conditions and resources of the country, dealing with such subjects as the wealth and progress of the community, its population, trade, manufacture, etc. Concerning factories and other manufacturing establishments in the State there are presented figures showing the number employed, cost of production and value of products, power used, wages paid, etc. Statistics of friendly societies, immigration, production in agriculture, mining and manufacture, accidents in industry, railway accidents, prices of agricultural products, operations of the wages boards, development of the system of State loans to farmers and workers for the acquisition of their homes, and public employment offices, etc., are all included.

## PERIODICAL PUBLICATIONS OF FOREIGN LABOR DEPARTMENTS AND BUREAUS.

In the pages following the various periodical publications issued by the foreign departments and bureaus of labor are listed and the tables of contents given. This list includes all the periodical publications received during the last three weeks of August and the first half of September, 1915. Some countries, it will be noticed, are not represented by any publications, while those of other countries have been somewhat irregular in their appearance since the beginning of the European war.

**Canada.**—*The Department of Labor. The Labor Gazette. Ottawa.*

*August, 1915.*—Special articles on the industrial disputes investigation act, 1907; Ontario commission on unemployment; British Columbia legislation affecting labor; Special meeting of union of Canadian municipalities; Mine accident at Coal Creek, British Columbia; Changes in rates of wages and hours of labor during the second quarter of 1915; Retail prices in New Zealand, 1891-1914; and War prices in Canada. Statistical and other returns during July, 1915, on wholesale and retail prices, Canada, during July, 1915; Fair wages schedules in Government contracts awarded during the month of July, 1915; Trade disputes during the month of July, 1915; Industrial accidents during the month of July, 1915; Immigration and colonization; Building permits during July, 1915; Recent industrial agreements; Reports of departments and bureaus; and Recent legal decisions affecting labor.

**Argentina.**—*Departamento Nacional del Trabajo. Boletín. Buenos Aires.*

*April 30, 1915 (No. 30).*—(Constitutes statistical yearbook, 1913.) Strikes in the Federal capital; Home work conditions (wages, ages of employees, etc.); Cost of living and incomes of wage earners; Labor conditions in Buenos Aires; Accident insurance; Noninsured industrial accidents; Accidents on public works; Deaths of persons over 10 years of age, by occupation, causes, age, and sex.

*June 30, 1915 (No. 31).*—Indian labor on sugar plantations; Legislation; Attachment of wages; Postal savings banks; Proposed legislation; General index to Nos. 1 to 30 of the Bulletin (*Boletín*).



**Denmark.**—*Statistiske Departement. Statistiske Efterretninger, udgivet af det Statistiske Departement. Copenhagen.*

*July 24, 1915 (No. 16).*—Crop conditions July 21, 1915; Births, deaths, and marriages in Denmark; Retail prices July 1, 1915; Illiteracy among those subject to military service in Denmark and other countries.

**Denmark.**—*Statistiske Efterretninger, udgivet af det Statistiske Departement. Copenhagen.*

*August 7, 1915 (No. 17).*—Crop conditions August 4, 1915; Savings banks 1913-14; Literacy of those subject to military duty; Choice of vocation.

**Germany.**—*Reichsarbeitsblatt, Herausgegeben vom K. Statistischen Amte, Abteilung für Arbeiterstatistik. Berlin.*

*July, 1915.*—Labor market in Germany; Labor market in foreign countries (Great Britain, Switzerland, Netherlands, Norway, and British colonies); Employment offices and unemployment; The activity of employment offices of mercantile, technical, and office employees during the second quarter of 1915; Unemployment in German trade-unions during the second quarter of 1915; Unemployment in foreign countries (Denmark, Sweden, and Massachusetts). Economic conditions during the war: The handicrafts and small tradesmen and the war. Social Insurance: Results of workmen's insurance in Germany for 1913 and the period 1885-1913; Principal results of the invalidity and survivors' insurance for 1913; German social insurance during the war; Norwegian sickness insurance results for 1913; Decisions of industrial courts, Charlottenburg; Statistical tables of the labor market. *Supplement:* Building activity and supply of dwellings in German cities in 1914.

**Italy.**—*Bolletino dell' Ufficio del Lavoro, Ministero di Agricoltura, Industria e Commercio.*

*July 16, 1915.*—Memorandum as to economic and social measures proposed pending the war; Unemployment; Labor market by localities and industries; Labor disputes; Employers' and employees' associations; Conventions and congresses; Activities of the labor office; Decisions of courts affecting labor; Publications of the labor office.

**New South Wales.**—*Department of Labor and Industry. Industrial Gazette. Sydney.*

*June, 1915.*—Introductory matter; Industrial situation, May, 1915; Industrial arbitration and the war; Emergency legislation; Dislocations in industry; Employment and unemployment. Reports of inspectors for year ending March 31, 1915, on shearers' accommodation act, 1901: Offenses against the law involving the status of master and servant; Early closing act; Judicial and quasi-judicial proceedings; Departmental records, May, 1915; Chief inspector of factories office; Gas examiner's office; Industrial registrar's office; Investigation office; Labor exchanges. Records of industrial boards; Awards gazetted; Industrial agreements.

**New Zealand.**—*Journal of the Department of Labor. Wellington.*

*July, 1915.*—Summary showing condition of trade and employment June 30, 1915; Conditions of employment and trade; Women's employment branches (reports); Union reports. Recent legal decisions: Arbitration and conciliation act; Wages, protection and contractors' liens act, 1908; Workers' compensation act. Recent decisions affecting labor in Great Britain. Statistical: Persons assisted to employment during June, 1915; Cooperative works in New Zealand; Accidents in factories reported up to May 25, 1915; Accidents reported under the scaffolding inspection act; Unions registered and canceled under the industrial conciliation and arbitration act, 1908; Retail prices June 30, 1915, and 1891-1914.

**Spain.**—*Boletín del Instituto de Reformas Sociales, Publicación Mensual.*

*July, 1915.*—Report of the secretary's office and of the special divisions; Strike statistics; Cost of living among workmen; Conventions and congresses; Current legislation, laws, decrees, bills, etc.; Court decisions affecting labor: Strikes and lockouts in Great Britain.

**Sweden.**—*Socialstyrelsen. Sociala Meddelanden. Stockholm.*

State and municipal measures pending the war (reports of the State unemployment commission); War measures in foreign countries (Denmark); Preliminary summary of the census of building operations and housing, 1912-1914 (rural towns and villages); Statistics of manufacture in Sweden, 1913; Employment of women and children in industry in Sweden, 1913; Amended orders on the sale of alcoholic liquors: State subsidies to public employment offices, 1914; Reports of the factory inspectors on fatal industrial accidents. Brief notices: Legislation for the settlement of labor disputes; Agreement among Scandinavian employers for the payment of strike insurance benefits; Administration of the pension fund: Reports of the State insurance institute, January-June, 1915; The labor market in England, May, 1915, and in Germany, May to middle of June, 1915; Emigration from Sweden, second quarter, 1915. Home ownership; Housing in Lund; Law on the control and sale of commodities in war time; Census of farm animals in Denmark, May, 1915; Retail prices of food in England, May, 1915; Public employment offices, June, 1915; Review of retail prices in Sweden, second quarter, 1915, and summary 1904 to June, 1915. Retail prices by localities, second quarter, 1915; Prices of farm animals in Sweden, 1904 to June, 1915, second quarter, 1915; Fish prices in Stockholm, June, 1914, to June, 1915; Reports from the Royal Pension Bureau.



U. S. DEPARTMENT OF LABOR  
BUREAU OF LABOR STATISTICS

ROYAL MEEKER, Commissioner

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### UNEMPLOYMENT IN CERTAIN CITIES IN THE UNITED STATES.

Statistics of unemployment in 12 cities in the Rocky Mountain and Pacific Coast States during June or July, 1915, are just available as the result of a study made for the Bureau of Labor Statistics by the Metropolitan Life Insurance Co. The canvass was made during June and July, 1915.

This is the third report on unemployment in the United States published by the bureau. The first of these investigations was made in New York City in February, 1915, and published in Bulletin 172 of the Bureau of Labor Statistics. The second was made in 15 cities outside of Greater New York in March and April, 1915, and given to the press on May 31. The results of the survey in New York City, made in January, 1915, by the Metropolitan Life Insurance Co., tallied so closely with the results obtained from an independent study by the Bureau of Labor Statistics that this company was employed by the Commissioner of Labor Statistics to make similar investigations in other cities. The families holding industrial policies were visited by agents of the company and the number of partly and wholly unemployed was ascertained. The data secured furnish the basis for the statistics of unemployment in these cities outside of Greater New York.

The survey just completed covered 36,537 families, in which were found 49,333 wage earners. Of this number 6,373, or 12.9 per cent of all wage earners in families visited, were wholly unemployed, and in addition 9,971, or 20.2 per cent, were reported as part-time workers. The highest percentage of unemployment was found in Portland, Oreg., where 20 per cent of the wage earners were out of work, and 17.3 per cent were working part time only. The lowest percentage of unemployment was found in Ogden, Utah, where only 4.5 per cent were unemployed, and 14.3 per cent working part time only.

The cities showing the largest percentages of part-time workers were: San Diego, 29.2 per cent; Oakland, 26.9 per cent; San Francisco, 25.4 per cent; Los Angeles, 24.1 per cent; and Sacramento, 23.7 per cent. The average for all 12 cities combined was 20.2 per cent. The leading facts in regard to the individual cities are shown in the following table:

UNEMPLOYMENT IN 12 CITIES, AS SHOWN BY INVESTIGATION MADE DURING JUNE AND JULY, 1915.

Cities.	Number of families canvassed.	Number of wage earners in families.	Unemployed.		Part-time wage earners.	
			Number.	Per cent.	Number.	Per cent.
Butte, Mont.....	3,557	4,229	298	7.0	536	12.7
Los Angeles, Cal.....	5,621	7,227	822	11.4	1,744	24.1
Oakland, Cal.....	2,927	4,256	510	12.0	1,144	26.9
Ogden, Utah.....	581	887	40	4.5	127	14.3
Portland, Oreg.....	1,783	2,347	469	20.0	406	17.3
Sacramento, Cal.....	1,288	1,856	170	9.2	439	23.7
Salt Lake City, Utah.....	1,052	1,664	173	10.4	295	17.7
San Diego, Cal.....	1,466	1,828	305	16.7	533	29.2
San Francisco, Cal.....	5,320	7,749	1,206	15.6	1,971	25.4
Seattle, Wash.....	10,112	13,473	1,713	12.7	1,992	14.8
Spokane, Wash.....	1,012	1,259	210	16.7	257	20.4
Tacoma, Wash.....	1,818	2,558	457	17.9	527	20.6
Total.....	36,537	49,333	6,373	12.9	9,971	20.2

It is interesting to note that the unemployment found in these 12 cities at the time the canvass was made was slightly in excess of the unemployment found in 15 cities outside of Greater New York in the East and Middle West in an investigation made during March and the first part of April, and published in May, 1915, this earlier survey covering 399,881 families having 644,358 wage earners. Of the wage earners in these families 73,800, or 11.5 per cent, were wholly unemployed, and in addition 106,652, or 16.6 per cent, were reported as having only part-time employment. The highest percentage of unemployment was found in Duluth, where 20.3 per cent of the wage earners were out of work and 17.8 per cent were working part time only. The lowest percentage of unemployment was found in Bridgeport, where only 4.3 per cent were unemployed, but 19.9 per cent of all wage workers were reported as working only part time.

The cities showing the largest percentages of part-time workers were: Wilkes-Barre, 32.3 per cent; Pittsburgh, 29 per cent; Milwaukee, 28.9 per cent; Bridgeport, 19.9 per cent; Philadelphia, 19.6 per cent; Duluth, 17.8 per cent; Toledo, 17.5 per cent; and Boston, 17.3 per cent. The percentage for all 15 cities combined was 16.6 per cent. The details for the individual cities are shown in the table immediately following:

## UNEMPLOYMENT IN 15 CITIES AS SHOWN BY INVESTIGATION DURING MARCH AND APRIL, 1915.

Cities.	Number of families canvassed.	Number of wage earners in families.	Unemployed.		Part-time wage earners.	
			Number.	Per cent.	Number.	Per cent.
Boston.....	46,649	77,419	7,863	10.2	13,426	17.3
Bridgeport.....	8,144	12,533	537	4.3	2,493	19.9
Chicago.....	96,579	157,616	20,952	13.3	16,575	10.5
Cleveland.....	16,851	24,934	2,348	9.4	3,060	12.3
Duluth.....	1,383	2,089	425	20.3	371	17.8
Kansas City.....	14,890	22,512	2,815	12.5	1,979	8.8
Milwaukee.....	8,813	13,112	1,030	7.9	3,788	28.9
Minneapolis.....	2,206	3,449	476	13.8	183	5.3
Philadelphia.....	79,058	137,244	14,147	10.3	26,907	19.6
Pittsburgh.....	36,544	53,336	5,942	11.1	15,474	29.0
St. Louis.....	65,979	104,499	14,219	13.6	14,317	13.7
Springfield, Mo.....	1,584	2,284	162	7.1	32	1.4
St. Paul.....	2,515	4,135	582	14.1	142	3.4
Toledo.....	7,233	10,312	1,102	10.7	1,801	17.5
Wilkes-Barre.....	11,453	18,884	1,200	6.4	6,104	32.3
Total.....	399,881	644,358	73,800	11.5	106,652	16.6

For comparison with these results, the unemployment in New York City, as ascertained in the investigation of the bureau during February, 1915, is given as follows:

Number of families scheduled.....	54,849
Number of families having unemployed wage earners.....	11,723
Per cent of families having unemployed wage earners.....	21.4
Number of persons in families.....	229,428
Number of wage earners in families.....	95,443
Number of unemployed wage earners.....	15,417
Per cent of unemployed wage earners.....	16.2

The figures as shown by the bureau's own investigation differ but slightly from the survey in January, 1915, made by the Metropolitan Life Insurance Co. in the families of persons holding industrial policies. The company's survey covered 155,960 families, in 37,064 of which unemployment was reported. These families contained 252,912 wage earners, and 45,421, or 18 per cent, were reported as unemployed.

## OCCUPATIONAL DISEASE CLINIC OF NEW YORK CITY HEALTH DEPARTMENT.

BY ALICE HAMILTON, M. D.

We know very little about the effect of different occupations on the health of the workers. In general, of course, we know that certain substances are poisonous and therefore dangerous to handle, that exposure to great heat or to extremely humid air must be weakening, that great exertion kept up too long results in chronic fatigue, that if irritating dusts are breathed in for a long time the lungs are injured and pulmonary tuberculosis is likely to follow, but we do not



know how far these factors actually affect men and women in the different industries. Yet it is most important that we should know. Think what an advance could be made in the protection of working people if we had detailed information as to the strain of each occupation on the human system.

The only way to gather such information is to carry out intensive studies, on a large scale, of people in different occupations, dealing with hundreds, or better, thousands, for conclusions based on small numbers are always open to criticism. There is no dearth of material for these studies; any one of our large cities could undertake an examination of such trades on a large scale. It is natural that the largest city, New York, should be the first to do this, and fortunate that she is doing it in such a way as to encourage other cities to follow suit, for the expense involved in the system she has adopted is not great.

About six months ago Dr. Goldwater, commissioner of health of New York City, authorized the opening of a clinic for occupational diseases, placing it under the department of communicable diseases as a division of industrial hygiene, with Dr. Louis I. Harris in direct control. There was no appropriation for this new department, but Dr. Harris has without any appropriation managed to organize a clinic in which 150 or 175 persons are examined every day by 17 to 20 physicians. He utilized a large loft in a building owned by the department of health and "begged, borrowed, or stole" furniture from the other offices or wherever it could be found. Naturally, the laboratories of the department are at his service for chemical and microscopic tests. Eight of the physicians are civil service appointees of the department of health and nine are volunteers who give their time, three hours a day, partly for the sake of the experience, partly in hope of being taken on regularly as soon as there is an appropriation. These physicians can do all the necessary work, but a very valuable addition to the clinic has been made possible through a grant by Mrs. E. H. Harriman, who pays for the services of four physicians to carry out more thorough examinations on a smaller group.

After the clinic was organized the question was how to get the people for examination, for the department has no authority to require workpeople to be examined. However, under section 146 of the Revised Sanitary Code, the bureau of food inspection is empowered to insist upon an examination of any person employed in places where food or drink is handled in order to determine whether he has any communicable disease and to withhold the permit to work in such places if examination is refused. This places at the discretion of the food-inspection department about 5,000 peddlers, 15,000 bakers, 90,000 cooks and waiters, as well as an, as yet, unascertained number

of candy makers, milk dealers, butchers, and so on. The examination is made primarily to detect communicable disease, but it is possible to make a thorough search also for signs of occupational disease.

The division of industrial hygiene took up bakers first and is now in the course of examining cooks and waiters. But these trades, though they involve a menace to the health of others through possible communicable disease in the workers, are not nearly as dangerous to the workers themselves as are many others in which no such menace exists. Some way had to be found for the department to induce the workers in dangerous trades to submit to examination, for it had no authority over them. Dr. Harris selected a group of industries which involve exposure to a very irritating dust and in some processes to mercurial poisoning. These are the furriers and hatters. Where the trade was organized he worked through the unions; where it was unorganized he sent inspectors into the factories and by using tact and persuasion got employers and employees to cooperate with him. In this way he succeeded in inducing 886 workmen in these industries to come to the clinic for examination. In every instance an examination of the work place, whether restaurant or factory, dovetails into the examination of the working force.

I visited the clinic toward the end of September, and the impression I gained was of a high degree of organization for effective work, resulting in a minimum of delay and fatigue to the men who are to be examined. I went over there from the department of health building and took with me a Greek waiter who was bewildered and could not find his way. There was a line of waiting men standing all the way down the block and around the corner, and as I sent my Greek to the end of the line I thought, from my experience of the usual dispensary, that the poor fellow would have to stand in line all morning and then come back again the next day. But when I left at noon the men had all filed in, been examined, and departed.

There is the usual appearance of a well-equipped clinic, fresh clean rooms, white enameled furniture, white garbed nurses and doctors, and an atmosphere of businesslike speed, but also of courtesy and consideration. The men gathered there were cooks and waiters; there were also about 30 women in a separate waiting room. These women are examined by women physicians. Food inspectors had been to hotels and restaurants, and in the course of their inspection had given out cards to 125 or 150 of the employees with instructions to report to the clinic on this particular day. Each man presented his card to one of the three department nurses, who wrote down on a history card the necessary facts concerning him, and sent him on to the examining room. Here a physician entered on the card the record of his past history and the facts concerning his present



and his former occupations. Then he stripped to the waist and the physician examined him for disease of the skin or mucous membranes or organs, and noted the results on his history card. For an ordinary case this is all, the man receives his certificate, and the card goes on file. But if there is any indication of disease, especially a communicable disease, he is sent to one of the four doctors who make more intensive examinations. In the case of men handling food, what is looked for especially is tuberculosis, venereal disease, and typhoid fever, because any of these may make him a source of danger to other people. If tuberculosis is suspected, the certificate is held up till the sputum has been examined. If it is syphilis that is suspected, several spoonfuls of blood must be drawn from the vein of the arm in order to make the appropriate test. This is done so rapidly and skillfully that it causes little pain. At one time when I was a laboratory worker I needed normal blood for experimental purposes and was bled from the vein of the arm once a week for many weeks, and I can testify that it hurts very little.

The reason why typhoid fever is looked for in the histories of these men is that of late years it has been discovered that one of the most important sources of typhoid epidemics is the so-called typhoid carrier, a person who has once had typhoid fever or acquired typhoid infection through contact with a typhoid patient and who, for some cause as yet unknown, never gets rid of the bacilli as people normally do, but goes on harboring them in his body and discharging them through urine and feces. Such people ought never to be allowed to handle food for others. Now there is a blood test, the Widal test, which is used to determine typhoid fever in doubtful cases, and very often typhoid carriers respond to this test in the same way as do typhoid patients. When, therefore, any cook or waiter says that he has once had typhoid or has been in contact with a typhoid case, a few drops of blood are taken from the tip of the finger or the lobe of the ear, and the test is made.

In the case of trades that have nothing to do with the handling of food, there are other important factors. For instance, mercurial poisoning was looked for in the examination of hatters and hatters' furriers, because in certain processes these men are exposed to mercury nitrate, which is used in the preparation of the fur for felting. In the study of painters, which has just begun, and which will be in full swing as soon as the slack season for painters sets in, a whole list of poisons will have to be considered; all sorts of lead compounds, turpentine, benzine and naphtha, benzol, amyl acetate—known as banana oil—acetone, tar, wood alcohol, carbon bisulphide. The examination, therefore, has to be modified a little for each trade, but the general outlines are the same for all.



Even if there are no special indications requiring a more thorough examination, a certain number of men are selected at random for such an examination because of the value of this intensive study of the industry. The four physicians who do nothing but this complete about 10 examinations each in the course of the morning, the laboratory tests being done in the department laboratories. This means that each day from 40 to 50 detailed records go on file, and it is easy to see what very valuable material these make for a statistical study of the health of working people and the occupational factors influencing it.

Suppose a cook or a waiter is suspected of tuberculosis or syphilis. He can not be given his certificate until the matter is cleared up, but he is given a card of identification and told to return in a week for the laboratory report of his blood or sputum. If the report states that he has syphilis in a communicable stage, he can not receive a certificate; he must be treated by a private physician or in a dispensary till that stage is passed. If the disease is not in a communicable stage, he is told that he must undergo treatment, and on this condition is given his certificate, and the bureau of food inspection is notified to keep track of him and see that he is following directions. If he has tuberculosis, it must be decided in the same way. Cases of so-called open tuberculosis which can communicate the disease to others are refused a certificate. They must either go to the municipal sanatorium or have treatment at home. In many cases it is not enough simply to give advice to the man; he needs more than that, and a department nurse is sent to visit the home and see what can be done to improve conditions and to carry out the needed treatment. The certificate, when granted, is the property of the cook or waiter, but each year the examination must be repeated and a new certificate issued.

The division of industrial hygiene has made several exploratory surveys of various industries to determine which most need investigation. Ninety rag pickers were examined, selection being made of those handling the very dusty rags that come from clothing factories, but the results were so largely negative that the investigation was dropped. From time to time communications come to the division telling of unhygienic conditions in certain factories, or reporting some handler of food who is supposed to have a communicable disease. These reports are always followed up, even when, as is very often the case, no name is signed to them. Many employees do not dare to send any but an anonymous complaint, and if the rule is to ignore these, a very important source of information is lost. The division also

follows up all death certificates in which occupation seems to have had some bearing on the disease, investigates the history of the case and the conditions under which the deceased was employed.

Obviously, even a clinic as well equipped as this can not undertake to cover all the thousands of bakers, cooks, waiters, peddlers, and so on in the city of New York if the work is to be completed within a short time. Dr. Harris has, therefore, worked out a method of cooperation with the largest employers, by which the latter undertake to arrange for the examination of their own employees at the hands of private physicians working under the supervision of the department of health. The examinations of these physicians are carefully controlled. They must first apply for authorization to do the work in each establishment. They must use cards furnished by the division of industrial hygiene and send the cards back to the division, which then issues the license. If it is found that a certain physician's record shows a lower standard of medical work than that of the department of health, he is not allowed to continue as examiner. The best way to determine this is to see whether he finds as high an average of cases of communicable disease as do the physicians of the department.

This system will probably work very satisfactorily in protecting the public from infection by diseased handlers of food, but it is a question whether it will work as well in the detection of occupational disease. In the former case it is simply a matter of removing an employee because of an illness which is usually not traceable to his work and therefore not a reflection on his employer, but in the latter case this is not so and the average company doctor is reluctant to report a large number of cases of tuberculosis or lead poisoning or mercurial poisoning in the factory of the man who is paying his salary. It is also true that there is a growing opposition among workingmen to physical examinations when they are carried out by physicians in the pay of the employer. The men often believe that these examinations are made only in the interest of the employer to weed out possible risks and make insurance rates lower, or even that they serve as an excuse to get rid of aggressive trade-unionists. There is very great advantage in having all such work done by physicians who can not be suspected of partiality or interested motives, and one can not help hoping that New York City will so enlarge the division of industrial hygiene as to make this possible.

Dr. Harris sees many possibilities for the future development of the work. He hopes to reach the point when the knowledge accumulated in this clinic may be applied in city work, and all contract work done for the city—subway digging, painting, and so on—be supervised so as to eliminate as much as possible the dangers to health attendant on such occupations. He believes also that the

department of health should make certain experiments for the benefit of the public, such, for instance, as the use of leadless paints. Paris long since decreed that no lead paint be used on Government buildings. The division of industrial hygiene proposes to test various lead paints and leadless paints on buildings belonging to the department of health, and if the tests prove that leadless paints can be used, to try to make their use mandatory on all municipal work.

There are cities smaller than New York that are much more in need of such a clinic as this than is New York, cities in which there are great numbers of men exposed to poisoning from lead, from carbon monoxide, from arsenic and other chemicals, and also to great heat and exertion or cold or excessive humidity. Perhaps the example of New York may stimulate these cities to add this important branch to their municipal health department.

Copies of the forms used in the work of the clinic are given below:

EXAMINATION OF BAKERS.				No. ....
Name.....	Age.....	M. F.....	S. M. W.	
Address.....	* Borough.....	Nativity.....		
Where employed .....	How long.....			
Previous occupation .....	How long.....			
Present condition.....	Lungs.....	Heart.....		
	Skin .....	Mouth.....		
	Blood (if lues is present).....			
	Under treatment (if sick).....			
Health certificate	{ Issued.....			
	{ Refused.....			
Date.....	Dr.....			
DEPARTMENT OF HEALTH, CITY OF NEW YORK, PREVENTABLE DISEASES.				
(Over.)				

[On the reverse side: "Detailed description of defects."]

EXAMINATION OF PEDDLERS.				No. ....
Name.....	Age.....	M. F.....	S. M. W.	
Address.....	Borough.....	Nativity.....		
Previous occupation .....	How long.....			
Present condition .....	Lungs.....	Heart.....		
	Blood (if lues is present).....			
	Under treatment (if sick).....			
Wares to be peddled.....				
License	{ Approved.....			
	{ Not approved.....			
Date .....	Dr.....			
DEPARTMENT OF HEALTH, CITY OF NEW YORK, PREVENTABLE DISEASES.				
(Over.)				

[On the reverse side: "Detailed description of defects."]



## EXAMINATION OF FOOD HANDLERS.

			No. ....
Name.....	Age.....	M. F.....	S. M. W.....
Address.....		Borough.....	Nativity.....
Where employed.....		How long.....	
Present condition.....		Color of eyes.....	
Skin.....	Mouth.....	Color of hair.....	Weight.....
Blood (if lues is present).....		Height.....	
Under treatment (if sick).....		General appearance.....	
Lungs.....			
Has applicant ever had typhoid fever or been exposed to it.....			
Date.....		Dr.....	

DEPARTMENT OF HEALTH OF THE CITY OF NEW YORK,  
BOROUGH OF MANHATTAN, CENTRE AND WALKER STREETS,  
New York, ————191—

DEAR DOCTOR;

INSTRUCTIONS WHICH MUST BE OBSERVED IN THE EXAMINATION OF WAITERS AND COOKS.

This supersedes all previous instructions issued on the subject.

The commissioner of health has empowered the division of industrial hygiene to authorize private physicians to examine cooks and waiters employed in kitchens and dining rooms of restaurants and hotels, leaving it entirely to the chief of the division of industrial hygiene to issue such authorization at his discretion.

The division of industrial hygiene reserves the right to exercise supervision over all such examinations in order to insure harmony of methods and to maintain those standards which obtain at the occupational clinic at 49 Lafayette Street.

Physicians will receive authorization only upon written application to the chief of the division of industrial hygiene and should state the places or hotels or restaurants whose employees the private physician desires to examine. He must also state the number of such employees. If subsequently the physician is engaged to examine employees of other hotels and restaurants he must make another application in writing to authorize him to examine the new group. This is necessary in order that the division of industrial hygiene may be in close touch with the work and know the extent of the activities in this field of each private physician who is authorized to carry on private examinations.

If the application of the private physician is approved, he will be so informed by letter, and he will then be expected to observe those instructions which follow, and to employ only those blanks which are issued by the Department of Health.

The physician in filling out the blank will be expected to answer under the items "Lungs," "Skin," "Blood," etc., whether the patient shows negative findings, using the word "Negative," and if positive, he will be expected to state specifically the nature of the abnormal condition found. The line "Health certificate issued refused" is filled in by the chief of the division, who exercises discretion whether or not a certificate shall be issued or refused. The doctor will be expected to write the following sentence on each card: "Free from communicable disease," or "Not free from communicable disease," as the case may be. The line marked "Under treatment (if sick)" is intended to show whether the patient is under a private physician's care for the treatment of any infectious disease. This item of information will be of service in deciding whether or not a certificate shall be issued.

The date of examination and the name of the physician must appear on each card. Only one card is made out for each applicant, and that card should be promptly forwarded to the chief of the division of industrial hygiene, who will issue the certificate if the cards are found to be satisfactory.

No certificate given to an employee by a private physician will be accepted as official.

On each card kindly state whether the patient has a positive or negative history of typhoid fever or exposure, using the following phrase:

Typhoid history or contact.....Positive.  
Or, Typhoid history or contact.....Negative.

NOTE.—The department of health has, in the past, examined bakers at its own occupational clinic, and this new rule about waiters and cooks does not apply to bakers, who, as before, will be examined at the clinic.

At the occupational clinic every applicant for a certificate is stripped to the waist, and the skin, hair, lungs, and visible mucous membranes are carefully examined for evidence of acute infectious diseases, notably tuberculosis, syphilis, gonorrhea, typhoid fever, or any other acute infectious disease. Wherever the history of physical examination arouses suspicion of the possible existence of syphilis, tuberculosis, or typhoid fever, the Wassermann test, sputum examination of Widal test, respectively, will be required. Emphatic attention is called to the necessity of making a Widal test on food handlers. This should be done where there is the slightest suspicion of exposure to or contact with typhoid fever cases at any time, or where the applicant gives a history of having had typhoid at any time during his life.

This work will undoubtedly be extended as fast as our laboratory facilities will permit, so as to be universally applied. It is felt to be the only way in which to detect typhoid carriers.

The authorization of private physicians to share in this public work is a radical departure and places upon them a very large responsibility to safeguard the community from infected kitchen and dining-room employees. The results of the private physicians' work will be carefully checked up by those obtained at the occupational clinic, and any discrepancies of standards on the part of any individuals, which discrepancies endanger the community welfare, will necessitate a withdrawal of the privilege of carrying on this public work.

The examination of waiters and cooks will be made annually.

Where there is an element of doubt as to the physical condition of a waiter or cook, in so far as it relates to the presence of an acute infectious disease or as to the presence of syphilis or of evidence of the applicant's being a typhoid carrier, such cases should be referred to the chief of the division of industrial hygiene, who will have final responsibility for the issuance of health certificates.

Sincerely,

*Chief Division of Industrial Hygiene.*

READ THIS CAREFULLY—PRESERVE IT FOR REFERENCE.

If cards are not satisfactorily made out, they will be returned to the examining physician with the indication of the corrections that are desired. If the instructions here given are not followed by physicians, it will be manifestly impossible to sanction their examinations.

#### INDUSTRIAL CERTIFICATE.

This certifies that.....  
of.....Str., Borough.....  
Employed at (name of factory).....  
Street.....  
Was examined on.....191.....  
By.....

Title.....

DEPARTMENT OF HEALTH, CITY OF NEW YORK, PREVENTABLE DISEASES.

## OCCUPATIONAL HISTORY

Complaint \_\_\_\_\_ No. \_\_\_\_\_  
 Name \_\_\_\_\_ Age \_\_\_\_\_ M. F. S.M.W.  
 Address \_\_\_\_\_ Fact. No. \_\_\_\_\_

INDUSTRY	OCCUPATION	HOW LONG
1 Present.....	.....	.....
Previous.....	.....	.....
2 Description of work	Hrs. of work	
Materials handled		
3 Exposed to—		
(a) Extreme heat or cold	Moisture	
Chemicals	Irritating fumes	Acids
Dust	Filings	Other infectious conditions
Portal of entry		
(b) Strains: Muscular	Postural	Nervous
Eye	Ear	Gen'l physical
4 Present history: Special or gen'l complaint		
Alcohol	Syphilis	Chewing (Gum Tobacco
Protective agents: Milk	Masks	Respirators
Clothing or gloves	Washing	Lunch eaten where
Washing, etc.		Ventilation
Previous history: Cough		
Expectoration (blood?)		Backache, etc.
Night sweats		Constipation
Loss of weight or strength		
Pains in chest		
Pneumonia?		
Pleurisy?		
Asthma, bronchitis?		
Family history of tuberculosis		
6 Previous occupational disease?		
Fellow workers affected		
7 Home conditions: Character of home		
Work at home		Causes for worry
Distance from factory		Transit facilities
Bedrooms	Windows	Hrs. in bed
Food: Kind	Alcohol	No. in bedroom
Amt.		Disease in family
Tea	Coffee	Recreation
		Intelligence

DEPARTMENT OF HEALTH, CITY OF NEW YORK, PREVENTABLE DISEASES



[Reverse of "Occupational history" card.]

		PHYSICAL EXAMINATION		DEFECTS	
Examined by..... (Date)..... Borough Address  FIRM  DIAGNOSIS INDUSTRY	General appearance:				
	Development: Good. Fair. Poor.		H't		
	Nourishment:		W't		
	Facies:		.		
	Mucous membranes: Lips Gums Eyes				
	Fingers: Cyanosis Clubbed Deformed				
	Skin: Color Eruption Ulcers				
	Eyes: Pupils Fundus		O. D. O. S.		
	Teeth Tongue				
	Nose Throat Ears		A. D. A. S.		
	Lungs Sputum		Expansion		
	Heart: Size Murmurs Blood pressure				
	Pulse: Rate Regularity Artery wall				
	Nerves: Reflexes Twitching Tremors				
	Muscular strength: Rt. Lt.				
	Abdomen				
	Extremities Varicose veins Flat foot				
	Glands Orthopedic				
	Blood: Hgb. Diff. red and white cells Wassermann				
	Urine Albumen Casts Sugar				Lead, etc.
Remarks and suggestions:					



Diseases to be reported on this card when occupation is a factor	<b>REPORT OF OCCUPATIONAL DISEASE</b>	
Tuberculosis Pneumonia Asthma Bronchitis Circulatory diseases; i. e., Arteriosclerosis Apoplexy Endocarditis Myocarditis Nephritis Skin diseases Nervous diseases Orthopedic defects	Name Address By whom employed Address of factory Diagnosis Remarks	Sex—M: F. Borough Occupation Reported by..... M.D. ..... Address ..... Borough
Especially is it required to report poisoning by  Lead            Anthrax Arsenic        Caisson disease Mercury       Bisulphide of Phosphorus   carbon Bronze        Dinitrobenzine Wood alco-   Wood naphtha hol        Natural gas Anilin        Carbon monox- Brass         ide Acids Gases (illuminating and others)	<p>IMPORTANT.—Information obtained will be used primarily for statistical purposes. All communications received will be kept strictly confidential. No patient will be visited at his home or place of business without the consent of the physician. Kindly inquire, in the diseases enumerated on this card, whether occupation is a factor.</p> <p>DEPARTMENT OF HEALTH, CITY OF NEW YORK, PREVENTABLE DISEASES.</p>	

## FEDERAL EMPLOYMENT WORK OF THE DEPARTMENT OF LABOR.<sup>1</sup>

Reports furnished by the division of information of the department show that, in August, 1,279 applications for help were received. The number of positions open was 7,931. In September the corresponding figures were 1,204 and 4,551, respectively.

The list of branch employment offices reported varies from month to month; only those which report having received applications or assisted in securing employment are included in the list reported for the month.

The Division of Information reports some difficulty in finding men to fill the reported vacant positions.

The table following shows number of applications for positions, and number of places filled, with the number of applications for positions per 100 places filled, February to September, 1915.

<sup>1</sup> See MONTHLY REVIEW for July (pp. 8-13) and October (p. 14), 1915.



TOTAL APPLICATIONS MADE TO THE DIVISION OF INFORMATION OF THE BUREAU OF IMMIGRATION, PLACES FILLED, AND NUMBER OF APPLICATIONS PER 100 PLACES FILLED, FEBRUARY TO SEPTEMBER, 1915.

Month.	Applicants for position.	Places filled.	Number of applications per 100 places filled.
February.....	19,474	307	6,343.3
March.....	17,780	849	2,094.2
April.....	12,587	1,536	819.5
May.....	12,132	3,565	340.3
June.....	14,448	4,682	308.5
July.....	18,061	6,035	299.3
August.....	17,827	6,757	263.8
September.....	13,334	5,405	246.7
Total.....	125,643	29,136	431.2

The table following shows the results of the activities of the division for the months of August and September, by distributing offices, totals in the various zones, and totals for the entire service:

SUMMARY OF ACTIVITIES FOR THE MONTHS OF AUGUST AND SEPTEMBER, 1915.

AUGUST.

Zones.	Opportunities received.		Applications for employment.		
	Applications for help.	Number of persons applied for.	Applications received.	Number referred to employment.	Number actually employed.
No. 1. Boston, Mass.....	2	100	113	13	13
Providence (sub-branch), R. I.....					
Portland (sub-branch), Me.....					
Total.....	2	100	113	13	13
No. 2. New York, N. Y.....	159	820	1,769	369	336
Buffalo (sub-branch), N. Y.....	5	6	55	6	6
Total.....	164	826	1,824	375	342
No. 3. Philadelphia, Pa.....	41	231	388	114	67
Pittsburgh (sub-branch), Pa.....	12	355	142	35	31
Total.....	53	586	530	149	98
No. 4. Baltimore, Md.....	24	128	208	157	157
No. 5. Norfolk, Va.....	5	5	43	17	9
No. 6. Jacksonville, Fla.....	2	2	60	1	1
Birmingham (sub-branch), Ala.....	1	1	15	1	1
Mobile (sub-branch), Ala.....			16		
Savannah (sub-branch), Ga.....			11		
Charleston (sub-branch), S. C.....	2	2	33	9	2
Total.....	5	5	135	11	4
No. 7. New Orleans, La.....			40		
Gulfport (sub-branch), Miss.....	3	8	8	1	
Memphis, Tenn.....			238		
Total.....	3	8	286	1	
No. 8. Galveston, Tex.....	2	3	34	5	2
El Paso (sub-branch), Tex.....			3	1	
Albuquerque (sub-branch), N. Mex.....	2	2	13	3	3
Total.....	4	5	50	9	5

## SUMMARY OF ACTIVITIES FOR THE MONTHS OF AUGUST AND SEPTEMBER, 1915—Con.

## AUGUST—Concluded.

Zones.	Opportunities received.		Applications for employment.		
	Applica- tions for help.	Number of persons applied for.	Applica- tions received.	Number referred to employ- ment.	Number actually employed.
No. 9. Cleveland, Ohio.....	5	104	89	26	7
No. 10. Chicago, Ill.....	60	2,829	5,001	2,868	2,860
Detroit (sub-branch), Mich.....	21	258	1,022	124	115
Sault Ste. Marie (sub-branch), Mich.....	12	66	94	79	73
Indianapolis (sub-branch), Ind.....	6	30	57	42	30
Total.....	99	3,183	6,174	3,113	3,078
No. 11. Minneapolis, Minn.....	54	79	538	55	55
No. 12. St. Louis, Mo.....	9	13	79	11	11
Kansas City (sub-branch), Mo.....	21	52	403	40	40
Total.....	30	65	482	51	51
No. 13. Denver, Colo.....	22	22	37	10	3
Salt Lake City (sub-branch), Utah.....			2		
Total.....	22	22	39	10	3
No. 14. Helena, Mont.....	1	1	8	1	
Moscow (sub-branch), Idaho.....	32	32	32	32	32
Total.....	33	33	40	33	32
No. 15. Seattle, Wash.....	25	45	1,413	43	43
Aberdeen (sub-branch), Wash.....	10	56	256	56	56
Bellingham (sub-branch), Wash.....	9	22	54	9	9
Collfax (sub-branch), Wash.....	53	70	313	66	66
Custer (sub-branch), Wash.....	2	3	3	3	3
Everett (sub-branch), Wash.....	3	12	103	12	9
North Yakima (sub-branch), Wash.....	355	960	1,425	960	956
Spokane, (sub-branch), Wash.....	31	210	387	213	209
Tacoma (sub-branch), Wash.....	2	2	91	2	2
Walla Walla (sub-branch), Wash.....	29	51	135	49	49
Wenatchee (sub-branch), Wash.....	6	9	38	7	7
Total.....	525	1,440	4,218	1,420	1,409
No. 16. Portland, Oreg.....	38	885	1,358	1,618	1,286
No. 17. San Francisco, Cal.....	126	241	837	114	92
Sacramento (sub-branch), Cal.....			13		
Total.....	126	241	850	114	92
No. 18. Los Angeles, Cal.....			445		
San Diego (sub-branch), Cal.....	87	216	405	149	116
Total.....	87	216	850	149	116
Total for all zones.....	1,279	7,931	17,827	7,321	6,757

## SEPTEMBER.

No. 1. Boston.....	5	58	22	1	1
Providence (sub-branch), R. I.....					
Portland (sub-branch), Me.....	1	1			
Total.....	6	59	22	1	1
No. 2. New York, N. Y.....	188	1,172	1,071	312	260
Buffalo (sub-branch), N. Y.....	5	67	151	37	37
Total.....	193	1,239	1,222	349	297
No. 3. Philadelphia, Pa.....	44	151	415	203	157
Pittsburgh (sub-branch), Pa.....	6	300	143	14	10
Total.....	50	451	558	217	167

## SUMMARY OF ACTIVITIES FOR THE MONTHS OF AUGUST AND SEPTEMBER, 1915—Con.

## SEPTEMBER—Concluded.

Zones.	Opportunities received.		Applications for employment.		
	Applica- cations for help.	Number of persons applied for.	Applica- tions received.	Number referred to employ- ment.	Number actually employed.
No. 4. Baltimore, Md.....	22	146	165	175	175
No. 5. Norfolk, Va. ....	8	40	55	20	16
No. 6. Jacksonville, Fla.....	2	2	25	1	1
Charleston (sub-branch), S. C.....	4	114	166	102	102
Savannah (sub-branch), Ga.....			10		
Birmingham (sub-branch), Ala.....	1	2	8	1	1
Mobile (sub-branch), Ala.....	2	2	15		
Total.....	9	120	224	104	104
No. 7. New Orleans, La.....			5	26	
Gulfport (sub-branch), Miss.....	2	12	9		
Memphis (sub-branch), Tenn.....			154		
Total.....	2	12	168	26	
No. 8. Galveston, Tex.....	4	62	40	3	
El Paso (sub-branch), Tex.....			6	2	
Albuquerque (sub-branch), N. Mex.....			4		
Total.....	4	62	50	5	
No. 9. Cleveland, Ohio.....	6	8	73	8	1
No. 10. Chicago, Ill.....	50	54	3,953	2,414	2,411
Detroit (sub-branch), Mich.....	39	73	458	58	53
Sault Ste. Marie (sub-branch), Mich.....	6	19	69	33	28
Total.....	95	146	4,480	2,505	2,492
No. 11. Minneapolis, Minn.....	37	48	37	17	17
No. 12. St. Louis, Mo.....	11	24	59	6	6
Kansas City (sub-branch), Mo.....	27	110	284	79	72
Total.....	41	134	343	85	78
No. 13. Denver, Colo.....	13	20	30	15	10
No. 14. Helena, Mont.....	4	70	11	18	
Moscow (sub-branch), Idaho.....	2	2	2	16	2
Total.....	6	72	13	34	2
No. 15. Seattle, Wash.....	28	81	1,006	169	167
Aberdeen (sub-branch), Wash.....	13	65	165	65	65
Bellingham (sub-branch), Wash.....	4	5	39	4	4
Custer (sub-branch), Wash.....			8		
Everett (sub-branch), Wash.....	1	9	61	2	2
North Yakima (sub-branch), Wash.....	320	1,157	1,893	1,156	1,155
Spokane (sub-branch), Wash.....	19	68	119	43	37
Tacoma (sub-branch), Wash.....	5	47	101	46	46
Walla Walla (sub-branch), Wash.....	33	35	93	30	28
Wenatchee (sub-branch), Wash.....	28	53	172	38	38
Total.....	451	1,520	3,657	1,553	1,542
No. 16. Portland, Oreg.....	43	149	419	302	286
No. 17. San Francisco, Cal.....	131	231	718	167	148
Sacramento (sub-branch), Cal.....			8		
Total.....	131	231	726	167	148
No. 18. Los Angeles, Cal.....	2	3	317	6	3
San Diego (sub-branch), Cal.....	85	91	772	82	66
Tucson (sub-branch), Ariz.....			3		
Total.....	87	94	1,092	88	69
Total for all zones.....	1,204	4,551	13,334	5,671	5,405



## CONCILIATION WORK OF THE DEPARTMENT OF LABOR, SEPTEMBER 16 TO OCTOBER 18, 1915.

On the authority contained in the organic act of the department to mediate in labor disputes and to appoint commissioners of conciliation in his discretion, the Secretary of Labor, through the commissioners of conciliation, exercised his good offices in 19 labor disputes between September 16 and October 18, 1915. The employees involved in these controversies, the numbers affected, and the results secured, so far as available, are shown in the following statement:

NUMBER OF LABOR DISPUTES HANDLED BY THE DEPARTMENT OF LABOR  
THROUGH ITS COMMISSIONERS OF CONCILIATION, SEPT. 16 TO OCT. 18, 1915.

Name.	Workmen affected.		Result.
	Directly.	Indirectly.	
Controversy, dyers and mercerizers, Hardwick & Magee Carpet Mills, Philadelphia.	73	1,100	Amicable adjustment.
Controversy, pattern makers, Fore River Ship & Engine Co. Strike, Buffalo Dye Works, Philadelphia.	37	63	Pending.
Controversy, International Silver Plate Co.	2,600	3,500	Do.
Strike, boiler makers, Baltimore & Ohio R. R., Newark, Ohio.	50		Do.
Strike, iron molders, Rice, Barton, Fales Foundry Co., Worcester, Mass.	60		(1)
Columbia Railway, Gas & Electric Co., Columbia, S. C.			(2)
Strike, American Graphophone Co., Bridgeport, Conn.	1,600		Amicable adjustment.
Strike, Brown & Sharpe Co., Providence.	5,000	800	Pending.
Strike, wireless operators, San Francisco.	20	107	Do.
Strike, machinists and boiler makers, Lehigh & New England Ry., Pen Argyl, Pa.	71	100	Amicable adjustment.
Strike, pattern makers, job shops, Pittsburgh.			Pending.
Machinists' strike, Cincinnati.			Do.
Labor dispute at Ray and Clifton, Ariz.			Do.
Strike, machinists, Hendy Machine Co., Torrington, Conn.	900		Amicable adjustment.
Controversy, machinists, Washington Steel & Ordnance Co., Giesboro Point, D. C.			Pending.
Strike, pattern makers, Builders Iron Co., Providence, and Potter & Johnston, Pawtucket.			Do.
Controversy, Michigan Central R. R. Co. and its clerks.	800		Do.
Strike, freight handlers, Pennsylvania R. R.	1,000	700	Amicable adjustment.

<sup>1</sup> Mr. Barton, representing the Rice, Barton, Fales Foundry Co., reported to the commissioner upon his arrival at Worcester that 60 molders went on strike June 6 but that he filled their places and does not know of any strike now in existence. The commissioner reports the plant running full time and filling orders promptly.

<sup>2</sup> The commissioner of conciliation is at present engaged in preparing some additional data. When this additional information is obtained the case will doubtless be finally disposed of.

## IMMIGRATION.

The Immigration Bulletin, issued by the Bureau of Immigration, United States Department of Labor, for August, 1915, contains a table showing the number of permanent immigrants admitted each year, beginning with 1820. The total number of such immigrants is 32,354,124, and of this number 9,422,141, or 29.1 per cent of the entire permanent immigration since 1820, have arrived within the last 10 years.

The data furnished by the Bureau of Immigration for July and August continue to show the marked falling off in arriving immigrant

aliens, as noticed in previous issues of the MONTHLY REVIEW,<sup>1</sup> and a striking increase in the number of emigrant aliens departing from the United States. The table which follows shows this movement by races, while preliminary figures furnished by the bureau show that the number of aliens arriving at all ports during August and September was 61,311. Compared with similar data for the same months of 1913 (311,774) and same months of 1914 (102,625), a decrease of 80.3 and 40.3 per cent, respectively, is noticed.

IMMIGRANT ALIENS ADMITTED TO, AND EMIGRANT ALIENS DEPARTING FROM, THE UNITED STATES DURING JULY AND AUGUST, 1914 AND 1915.

Races.	Admitted.				Departing.			
	July.		August.		July.		August.	
	1914	1915	1914	1915	1914	1915	1914	1915
African (black).....	1,003	486	724	327	197	210	94	139
Armenian.....	226	30	140	72	82	58	124	45
Bohemian and Moravian.....	592	54	263	65	94	4	92	8
Bulgarian, Serbian, Montenegrin.....	627	419	464	301	313	50	263	86
Chinese.....	228	357	163	246	174	157	128	197
Croatian and Slovenian.....	669	54	422	84	1,361	4	886	4
Cuban.....	722	454	516	493	119	109	58	162
Dalmatian, Bosnian, Herzegovinian.....	78	12	124	17	44	1	59	.....
Dutch and Flemish.....	737	548	762	568	228	39	350	98
East Indian.....	16	11	9	6	5	4	11	13
English.....	3,427	2,787	3,707	2,925	1,356	578	1,100	963
Finnish.....	622	341	391	362	256	48	147	53
French.....	1,060	834	1,069	1,050	375	48	1,845	289
German.....	5,271	798	2,720	931	991	30	926	112
Greek.....	2,551	2,314	1,923	2,180	859	185	907	820
Hebrew.....	12,182	1,357	5,863	1,425	671	12	530	32
Irish.....	1,481	1,530	1,779	1,701	621	141	380	218
Italian (North).....	1,482	423	856	346	832	457	1,267	472
Italian (South).....	6,684	1,913	4,041	1,316	5,841	4,649	10,539	21,636
Japanese.....	793	903	707	899	69	69	77	90
Korean.....	26	11	26	13	1	6	9	5
Lithuanian.....	1,634	35	526	65	498	4	385	13
Magyar.....	2,158	64	705	88	1,137	6	757	35
Mexican.....	820	1,121	1,100	1,098	52	26	74	45
Pacific Islander.....	1	2	1	.....	3	.....	1	.....
Polish.....	5,092	350	1,706	357	3,949	76	2,693	86
Portuguese.....	489	758	181	522	180	70	106	406
Roumanian.....	634	41	190	63	338	5	321	25
Russian.....	1,383	330	675	382	2,093	606	1,524	727
Ruthenian (Russniak).....	1,591	160	395	201	482	.....	315	.....
Scandinavian.....	1,840	1,027	2,409	1,652	676	229	508	381
Scotch.....	1,163	937	1,269	1,069	458	168	310	290
Slovak.....	1,320	42	394	22	804	6	530	6
Spanish.....	611	420	457	505	371	179	317	399
Spanish-American.....	118	143	145	156	78	42	52	55
Syrian.....	492	40	383	70	180	22	111	18
Turkish.....	61	20	45	11	55	1	81	9
Welsh.....	156	96	193	71	28	7	35	16
West Indian (except Cuban).....	125	84	100	78	71	44	41	55
Other peoples.....	212	198	163	212	59	30	29	78
Not specified.....	.....	.....	.....	.....	2,600	1,481	2,325	1,207
Total.....	60,377	21,504	37,706	21,949	28,601	9,861	30,307	29,293
Per cent decline, 1915.....	.....	64.4	.....	41.8	.....	65.5	.....	3.3

<sup>1</sup> August and October, 1915.

The daily bulletin of October 22 of the Immigration Bureau gives preliminary figures as to the arrivals of aliens at all ports of the United States during the period August 1 to October 21, comparative as follows: 1913, 406,162; 1914, 132,386; 1915, 85,749. This

is a decline in 1914 from 1913 for the period in question of 67.4 per cent, and in 1915 of 35.2 per cent from 1914, and of 78.9 per cent from 1913.

The bureau also publishes a table which shows immigration by races for a period of 10 years, 1906 to 1915. This table, reproduced below, records permanent immigration only. In recent years there have been many temporary and nonimmigrant arrivals which, if added, would increase the totals since 1907 by approximately 20 per cent.



## IMMIGRATION, BY RACES, FOR EACH YEAR, 1906 TO 1915.

Races.	Years ended June 30—										July and August, 1915.	August, 1915.
	1906	1907	1908	1909	1910	1911	1912	1913	1914	1915		
African (black).....	3,786	5,235	4,626	4,307	4,966	6,721	6,759	6,634	8,447	5,660	813	327
Armenian.....	1,895	2,644	3,269	3,108	5,508	3,092	5,222	9,353	7,783	9,932	102	72
Bosnian and Moravian.....	12,938	13,554	10,164	6,840	8,462	9,223	8,439	11,691	9,928	1,651	119	65
Bulgarian, Servian, Montenegrin.....	1,455	27,174	18,246	6,214	15,130	10,222	10,657	9,087	13,084	3,506	720	301
Chinese.....	1,455	1,770	1,263	1,811	1,770	1,307	1,608	2,022	2,354	2,469	603	246
Croatian and Slovenian.....	44,272	47,826	20,472	20,181	39,562	18,982	24,366	42,999	37,284	1,942	138	84
Cuban.....	5,591	5,475	3,323	3,330	3,331	3,914	3,155	3,099	3,539	3,452	947	493
Dalmatian, Bosnian, Herzegovinian.....	4,568	7,393	3,747	1,888	4,911	4,400	3,672	4,520	5,149	3,065	29	17
Dutch and Flemish.....	9,735	12,467	9,526	8,114	13,012	13,862	10,932	14,507	12,566	6,675	1,116	568
East Indian.....	271	1,072	1,710	337	1,782	517	165	188	172	82	17	6
English.....	45,079	51,126	49,056	39,021	53,498	57,258	49,689	55,522	51,746	38,662	5,712	2,925
Finnish.....	14,136	14,860	6,746	11,687	15,736	9,779	6,641	12,756	12,805	3,472	703	362
French.....	10,379	9,392	12,881	19,423	21,107	18,132	18,382	20,652	18,166	12,636	1,884	1,050
German.....	86,813	92,936	73,038	58,534	71,380	66,471	65,343	80,865	79,571	20,729	1,799	931
Greek.....	23,127	46,293	28,908	20,262	39,135	37,021	31,566	38,644	45,881	15,187	4,494	2,180
Hebrew.....	153,748	149,182	103,387	57,551	84,260	91,223	80,595	101,320	138,051	26,497	2,782	1,425
Irish.....	40,959	38,706	36,427	31,185	38,382	40,246	33,922	37,023	33,808	23,503	3,231	1,701
Italian (north).....	46,286	51,564	24,700	23,150	30,780	30,312	26,443	42,334	44,802	10,660	769	346
Italian (south).....	240,528	242,497	110,517	165,248	192,673	139,638	135,850	231,613	251,612	46,557	3,229	1,316
Japanese.....	14,243	30,524	16,418	3,275	2,798	4,575	6,172	8,302	8,941	8,609	1,802	899
Korean.....	127	39	26	11	19	8	33	64	152	146	24	13
Lithuanian.....	14,257	25,884	13,720	15,254	22,714	17,027	14,078	24,647	21,584	2,638	100	65
Magyar.....	44,261	60,071	24,378	23,704	27,302	19,996	23,599	30,610	44,538	3,604	152	88
Mexican.....	141	91	5,682	15,591	17,760	18,784	22,001	10,954	13,089	10,998	2,219	1,098
Pacific Islander.....	13	3	2	7	61	12	3	11	1	6	2	.....
Polish.....	95,835	138,033	68,105	77,565	128,348	71,446	85,163	174,365	122,657	9,065	707	357
Portuguese.....	8,729	9,618	4,606	4,006	6,657	7,469	9,403	13,566	9,647	4,376	1,280	522
Romanian.....	11,425	19,200	9,609	8,041	14,199	5,311	8,329	13,451	24,070	1,200	104	63
Russian.....	5,814	17,111	10,038	17,294	18,721	18,721	22,558	51,472	44,957	4,459	712	382
Ruthenian (Russniak).....	16,257	24,081	12,361	15,808	27,907	17,724	21,965	30,588	36,727	2,933	361	201
Scandinavian.....	58,141	53,425	32,794	34,996	52,037	45,859	31,601	38,737	36,053	24,293	2,679	1,652
Scottish.....	16,463	20,516	17,014	16,446	24,612	25,625	20,293	21,293	18,997	14,310	2,006	1,069
Slovak.....	38,221	42,041	16,170	22,586	32,416	21,415	25,281	27,234	25,819	14,310	64	22
Spanish.....	5,332	9,495	6,686	4,839	5,837	8,068	9,070	9,042	11,964	5,705	925	505
Spanish-American.....	1,585	1,060	1,063	1,890	1,900	1,133	1,342	1,363	1,544	1,667	299	156
Syrian.....	5,880	5,880	5,520	3,668	6,317	5,444	5,525	9,210	9,023	1,767	110	70
Turkish.....	2,033	1,902	2,327	1,820	1,283	5,918	1,336	2,015	2,693	1,273	31	11
Welsh.....	2,367	2,754	2,504	1,699	2,244	2,248	2,239	2,820	2,558	1,390	167	71
West Indian (except Cuban).....	1,476	1,351	1,110	1,024	1,251	1,141	1,132	1,171	1,396	1,823	162	78
Other peoples.....	1,027	2,058	1,530	1,537	3,330	3,323	3,660	2,038	3,830	1,877	410	212
Total.....	1,100,735	1,285,349	782,870	751,786	1,041,570	878,587	838,172	1,197,892	1,218,480	336,700	43,453	21,949

## ANNUAL MEETING OF NATIONAL ASSOCIATION OF INDUSTRIAL ACCIDENT BOARDS AND COMMISSIONS.

The annual meeting of the National Association of Industrial Accident Boards and Commissions was held in Seattle September 30 to October 2, 1915. This association was organized "to bring into closer relation with one another the various boards and commissions administering compensation laws of the United States, and to effect so far as possible uniformity of legislation and administration of such laws and to encourage and give effect to all measures looking toward the prevention of accidents and the safeguarding of plants and machinery."

Attendance at the meeting included representatives of 12 States and the Province of Ontario. A large part of the time of the meeting was devoted to the discussion of medical topics connected with the administration of workmen's compensation laws. Two sessions were devoted to the discussion of accident prevention.

An important part of the program was the presentation of the report of a committee on statistics and compensation insurance cost, appointed at the Chicago meeting of January 12 and 13, 1915. The committee's report included a new classification of industries for the purpose of workmen's compensation insurance. The report was adopted unanimously, and is reproduced at the end of this article. The purpose of the committee was to work out a classification suitable for use in any of the States and thus promote the movement toward uniformity in statistical reports dealing with industrial accidents and workmen's compensation.

The meeting unanimously voted to adopt the definition of a tabulatable accident as formulated and adopted at the conference on standardization of accident reports and tabulations held in Chicago October 12 and 13, 1914. This definition is as follows: "All accidents causing death, permanent disability, or loss of time other than the balance of the day, turn, or shift on which the accident occurred, shall be classified as tabulatable accidents, and the report of all such accidents to some State or national authority shall be required."

The association elected as officers for the coming year, president, Floyd L. Daggett, chairman, Washington Industrial Insurance Commission; vice president, Wallace D. Yaple, chairman, Ohio Industrial Commission; secretary-treasurer, L. A. Tarrell, chief examiner, Wisconsin Industrial Commission. Columbus, Ohio, was selected as the next meeting place, the meeting to be held some time in April, 1916. The name of the association was changed from National to International in order to admit Canadian Provinces.

Following is a list of those in attendance at the meeting:

Will J. French, commissioner, California Industrial Accident Commission.  
 Wm. Leslie, secretary-actuary, California Compensation Insurance Fund.  
 W. V. Conley, secretary, Illinois Industrial Board.  
 Robert Eadie, member, Illinois Industrial Board.  
 John E. Kinnane, president, chairman, Michigan Industrial Accident Board.  
 Robert K. Orr, manager, Michigan Accident Fund.  
 Dr. Raphael Lewy, chief medical examiner, New York Industrial Board.  
 M. L. Shipman, North Carolina, Commissioner of Labor and Printing.  
 Wallace D. Yapple, chairman, Ohio Industrial Commission.  
 Carle Abrams, commissioner, Oregon Industrial Accident Commission.  
 Harvey Beckwith, commissioner, Oregon Industrial Accident Commission.  
 Wm. A. Marshall, chairman, Oregon Industrial Accident Commission.  
 Dr. Frederick H. Thompson, chief medical adviser, Oregon Industrial Accident Commission.  
 Robert W. Simonds, chairman, Vermont Industrial Accident Board.  
 A. G. Anderson, auditor, Spokane District, Washington Industrial Insurance Commission.  
 T. H. Boyd, chief adjuster, Washington Industrial Insurance Commission.  
 A. S. Brown, auditor in charge, Seattle District, Washington Industrial Insurance Commission.  
 Floyd L. Daggett, chairman, Washington Industrial Insurance Commission.  
 A. B. Ernst, commissioner, Washington Industrial Insurance Commission.  
 P. Gilbert, secretary, Washington Industrial Insurance Commission.  
 R. J. Hoage, statistician, Washington Industrial Insurance Commission.  
 F. I. Mattingly, auditor, Tacoma District, Washington Industrial Insurance Commission.  
 Dr. J. W. Mowell, chief medical adviser, Washington Industrial Insurance Commission.  
 Clarence Parker, commissioner, Washington Industrial Insurance Commission.  
 Dr. J. H. McCulloch, chief medical examiner to West Virginia commissioner.  
 Lee Ott, commissioner, West Virginia compensation.  
 L. A. Tarrell, chief examiner, Wisconsin Industrial Commission.  
 F. M. Wilcox, member, Wisconsin Industrial Commission.  
 Herman B. Gates, Wyoming, treasurer, ex-officio compensation commissioner.  
 Hugh S. Hanna, special agent, United States Bureau of Labor Statistics.  
 George A. Kingston, commissioner, Ontario Workmen's Compensation Board.

## REPORT OF THE COMMITTEE ON STATISTICS AND COMPENSATION INSURANCE COST AND UNIFORM CLASSIFICATION OF INDUSTRIES.

### PART I.

*September 25, 1915.*

The committee on statistics and compensation insurance cost begs to submit the following report:

At a meeting of the National Association of Industrial Accident Boards and Commissions held at Chicago on January 12 and 13, 1915, the committee on statistics and compensation insurance cost was created, and the following were elected members:



E. H. Downey, chairman, chief statistician, Wisconsin Industrial Commission, Madison, Wis.

Robert K. Orr, secretary, manager State Accident Fund, Lansing, Mich.

Royal Meeker, Commissioner of Labor Statistics, Washington, D. C.

W. N. Magoun, chief of Workmen's Compensation Bureau, Massachusetts Insurance Department, 508 Pemberton Building, Boston, Mass.

H. E. Ryan, associate actuary, New York Insurance Department, 165 Broadway, New York City.

Floyd L. Daggett, chairman, Industrial Insurance Commission, Olympia, Wash.

Fred C. Croxton, chief statistician, Industrial Commission, Columbus, Ohio.

At the same meeting the following vote was passed:

"That it is the sense of this meeting that the committee on statistics and compensation insurance cost prepare as expeditiously as possible the following reports:

- (1) Uniform tables for the establishment of compensation costs.
- (2) Uniform classification of industries.
- (3) Uniform classification of causes of injuries.
- (4) Uniform classification of nature of injuries.

That the committee is directed without further authority to send a copy of this report to each member of this organization, and make final report at the regular meeting in September, 1915."

The committee felt that a far more satisfactory result would be accomplished in the time at its disposal, prior to the annual meeting, if it investigated one of the above subjects and presented a complete report thereof, than would be attained by a preliminary survey of all four subjects with no definite conclusions in respect to any. The committee therefore has devoted its entire attention to the uniform classification of industries, believing this to be the most important subject assigned to it.

#### THE UNIFORM CLASSIFICATION OF INDUSTRIES.

In all tabulations of industrial accident statistics the most important factor is the classification of industries, as to this all other items relate. For example, the number of accidents of a certain nature, such as the loss of an arm, must be assigned to the industries in which such accidents occur, and similarly the number of accidents attributable to a specific cause, such as the lack of a proper safeguard, must be distributed by industries.

Uniformity in the classification of industries is therefore of first importance and is absolutely essential if the data prepared by the various States are to be comparable.

The task undertaken by the committee on statistics and compensation insurance cost is to prepare a logical arrangement of all the various industries of the United States according to the "nature of the business."

Dr. Royal Meeker, United States Commissioner of Labor Statistics, in 1914 appointed a committee which prepared a series of primary

and secondary headings for the standard classification of industries. This committee consisted of—

- E. H. Downey, chairman, chief statistician, Wisconsin Industrial Commission.
- F. C. Croxton, chief statistician, Ohio Industrial Commission.
- L. W. Hatch, chief statistician, Industrial Commission of New York.
- W. N. Magoun, head of the Workmen's Compensation Bureau, Massachusetts Insurance Department.
- Dr. A. M. Edwards, Bureau of the Census, Washington, D. C.
- C. E. Scattergood, chairman of the statistical committee, Workmen's Compensation Service Bureau, New York.
- W. J. Meyers, statistician, Interstate Commerce Commission, Washington, D. C.

(For an account of its proceedings see Bulletin of the United States Bureau of Labor Statistics, No. 157, March, 1915.)

#### COMMITTEE MEETINGS.

The committee on statistics and compensation insurance cost met at Chicago on January 13, 1915, following the meeting of the association and discussed the scope of its work. It decided to adopt the primary and secondary headings prepared by the committee appointed by Dr. Meeker above mentioned.

The chairman of the committee called a meeting at Columbus, Ohio, on July 21, 1915. The purpose of this meeting was to consider the work so far accomplished by the committee and its individual members and to advance the work sufficiently so that a definite report might be made to the association at its annual meeting.

The committee held three full days' sessions at Columbus at the offices of the Ohio Industrial Commission—on Wednesday, July 21, Thursday, July 22, and Friday, July 23, the attendance at this meeting being as follows:

#### Members of the committee:

- E. H. Downey, chairman, chief statistician, Wisconsin Industrial Commission.
- H. E. Ryan, associate actuary, New York Insurance Department.
- F. C. Croxton, chief statistician, Ohio Industrial Commission.
- C. H. Verrill, representing Dr. Royal Meeker, United States Commissioner of Labor Statistics.
- W. N. Magoun, head of Workmen's Compensation Bureau, Massachusetts Insurance Department.

#### By invitation:

- I. M. Rubinow, president, Casualty Actuarial and Statistical Society of America.
- L. W. Hatch, chief statistician, Industrial Commission of New York.

#### THE TABLE OF CLASSIFICATION GROUPINGS.

The committee after very careful consideration adopted a grouping of industries covering all of the classifications used by insurance companies for writing workmen's compensation risks in this country.

In order that statistics pertaining to industrial accidents may be comparable, it is obviously essential that they shall be on the same basis. The accident data now being rapidly accumulated by indus-

trial accident boards and commissions is of great value. The light which statistical data throws upon the subject of accident prevention is of primary importance. Accident statistics are also of tremendous importance in the part which they play in pointing out the relative hazard of industries, and as a corollary thereof the rate of insurance which the respective lines of industry should properly be called upon to pay.

At the present time workmen's compensation insurance rates are provided by the insurance companies for some 1,500 different classifications. For the various industrial accident boards and commissions to keep and publish their accident data in the detail indicated by so many classifications is well-nigh impossible, and would result in too minute a refinement for practical purposes. If, however, a logical table of industries can be prepared in such a manner that the 1,500 insurance classifications can be arranged under a reasonable number of headings, then the value of the industrial accident statistics will be greatly enhanced, and their usefulness extended. Industrial accident board statistics and insurance statistics will "dovetail," and all doubt as to just what is intended to be covered under a given designation will be removed. This is one of the chief objects which your committee has attempted to accomplish.

The table of classification groupings is drawn up in accordance with the following arrangement:

Divisions.

Schedules.

Groups.

Classifications.

*Divisions.*—There are seven principal divisions or primary headings corresponding to those adopted by the committee appointed by Dr. Meeker already referred to. These divisions are—

- (A) Agriculture.
- (B) Mining and quarrying.
- (C) Manufacturing.
- (D) Construction.
- (E) Transportation and public utilities.
- (F) Trade.
- (G) Service.

*Schedules.*—The seven divisions are divided into schedules corresponding to the secondary headings of the committee appointed by Dr. Meeker. Those secondary headings explain the details into which the primary headings are separated. For example, the primary heading "Manufacturing" is divided into 18 schedules such as lumber and wood, leather, textiles, chemicals, paper, etc.

*Groups.*—The group headings, of which there are between 250 and 300, are the most important in the series and show a refinement of



the secondary headings. Each group heading is intended to be significant of the industries covered under it, and it is the belief of the committee that these tertiary or group headings will prove acceptable to the various industrial accident boards and commissions for general use in tabulating their accident data.

*Classifications.*—The final subdivision consists of the classifications of industries appearing in the manuals used by insurance companies in connection with their writing of workmen's compensation insurance without alteration. These final subdivisions are of little value to industrial accident boards and commissions except to the extent that they act as an index to show what industries are intended to be covered by the respective groups.

#### GENERAL INTEREST IN THE SUBJECT OF CLASSIFICATION GROUPINGS.

That the United States Government is vitally interested in the establishment of a uniform set of classification groupings is well evidenced by the fact that Dr. Royal Meeker, the United States Commissioner of Labor Statistics, first called a meeting together to consider the subject of uniformity in industrial accident statistics as long ago as February, 1914. Dr. Meeker is a member of this committee and is greatly interested in its work.

The adoption of a uniform classification of industries throughout this country would mean of course that publications of the Federal Government pertaining to industrial accident statistics of the various States would be on the same identical basis, and therefore of far greater value than they could otherwise possibly be.

The insurance companies writing workmen's compensation insurance are also deeply interested in this subject. The Workmen's Compensation Service Bureau of New York has just prepared a "Classifications code" along lines similar to the report of this committee. The Massachusetts Rating and Inspection Bureau recently formed has already taken up the subject, as has the Casualty Actuarial and Statistical Society of America. The object of this society, according to its constitution, "Shall be the promotion of actuarial and statistical science as applied to the problems of casualty and social insurance by means of personal intercourse, the presentation and discussion of appropriate papers, the collection of a library, and such other means as may be found desirable. The society shall take no partisan attitude, by resolution or otherwise, upon any question relating to casualty or social insurance."

The desirability of the use of one standard set of classification groupings by all interested officials and organizations is so apparent that it is not surprising that a conference for the purpose of harmonizing existing groupings appeared to be essential.

Under the auspices of the Casualty Actuarial and Statistical Society of America, therefore, a committee of three met in New York

City on Tuesday, September 14, Wednesday, September 15, and Thursday, September 16, 1915. This committee consisted of—

- Leonard W. Hatch, chief statistician, Industrial Commission of New York; authorized to represent the committee on Statistics and Compensation Insurance Cost of the National Association of Industrial Accident Boards and Commissions.
- I. M. Rubinow, chief statistician, Ocean Accident and Guarantee Corporation (Ltd.), authorized to represent the Workmen's Compensation Service Bureau of New York.
- W. N. Magoun, head of the workmen's compensation bureau, Massachusetts Insurance Department, authorized to represent the Massachusetts Rating and Inspection Bureau.

This conference committee, in order to avail itself of the valuable advice and assistance of safety engineers familiar with industrial plants and processes, in the consideration of classification groupings, secured the presence at its conference of the following experts:

- William Newell, safety engineer, State Fund, New York.
- Grant Earl, chief inspector, Workmen's Compensation Service Bureau of New York.
- William B. Shoe, chief safety engineer, Ocean Accident and Guarantee Corporation (Ltd.).
- Davis S. Beyer, head of the Accident Prevention Department, Massachusetts Employees Insurance Association.

The conference committee spent three entire days in considering the classification groupings. The classifications code of the Workmen's Compensation Service Bureau was altered in some particulars, and the classification groupings as adopted by this committee at Columbus were somewhat modified, and certain suggestions made by the Massachusetts Rating and Inspection Bureau were incorporated. The final result was an agreement by the conference committee on a complete table of classification groupings acceptable to the representative of each organization present. This table your committee approves and presents herewith as Part II of this report.

The list of classification groupings we confidently believe is the best list of the kind yet produced. As experience develops it will undoubtedly need to be modified and may be improved from time to time. For the present it represents a very earnest effort on the part of this committee, and it also has the indorsement of an independent conference committee of statisticians, who have had the advice and counsel of safety engineers.

The general adoption of the table of classification groupings is strongly recommended by this committee in the belief that it represents a step toward securing uniformity in industrial accident statistics, the importance of which can not be overestimated.

Very respectfully submitted for the committee on statistics and compensation insurance cost.

## PART II.

## CLASSIFICATION GROUPINGS.—SUMMARY OF DIVISIONS, SCHEDULES, AND GROUPS.

## Division A.—Agriculture.

SCHEDULE 1.—*General farming.*

Group 1. (Undivided.)

SCHEDULE 2.—*Dairy farming.*

Group 2. (Undivided.)

SCHEDULE 3.—*Stock farming.*

Group 3. (Undivided.)

SCHEDULE 4.—*Garden and truck farming.*

Group 4. (Undivided.)

SCHEDULE 5.—*Operating agricultural machinery (not by farmer).*

Group 5. Cotton ginning and pressing.

Group 6. Farm machines (n. o. c.).

## Division B.—Mining and quarrying.

SCHEDULE 1.—*Mining.*

Group 7. Coal mines, anthracite.

Group 8. Coal mines, bituminous.

Group 9. Precious-metal mines.

Group 10. Iron mines.

Group 11. Copper mines.

Group 12. Other base-metal mines.

Group 13. Mineral mines.

Group 14. Oil and gas well operating.

Group 15. Other mineral-well operating.

SCHEDULE 2.—*Quarrying.*

Group 16. Building-stone quarries.

Group 17. Quarrying and stone crushing.

Group 18. Cement rock.

Group 19. Sand and clay digging.

## Division C.—Manufacturing.

SCHEDULE 1.—*Stone products.*

Group 20. Stone crushing; no quarrying.

Group 21. Stone cutting.

Group 22. Stone grinding.

Group 23. Carborundum.

Group 24. Cement and plaster; no quarrying.

Group 25. Lime.

Group 26. Plaster and artificial stone products.

Group 27. Stone products (n. o. c.).

SCHEDULE 2.—*Clay products.*

Group 28. Brick and tile, including underground mining.

Group 29. Brick and tile; no underground mining.

Group 30. Potteries.

SCHEDULE 3.—*Glass products.*

Group 31. Glass, plate or window.

Group 32. Glass, not plate or window.

Group 33. Mirrors, signs, and ornamental glass.

Group 34. Optical goods.

SCHEDULE 4.—*Ore reduction and smelting.*

Group 35. Ore reduction.

Group 36. Gold and silver smelting.

Group 37. Iron smelting.

Group 38. Copper smelting and refining.

Group 39. Other metals smelting and refining.

SCHEDULE 5.—*Rolling mills and steel works.*

Group 40. Steel making.

Group 41. Rolling and tube mills.

Group 42. Structural iron and steel.

Group 43. Wire.

SCHEDULE 6.—*Metal products.*

Group 44. Foundries.

Group 45. Lead.

Group 46. Forging.

Group 47. Architectural and ornamental ironwork.

Group 48. Safes.

Group 49. Sheet-metal ware.

Group 50. Sheet-metal work.

Group 51. Stamping.

Group 52. Hardware.

Group 53. Eyelets, pins, etc.

Group 54. Cutlery and hand tools.

Group 55. Small arms.

Group 56. Stoves, heaters, etc.

Group 57. Plumbing, gas, and electric fixtures.

Group 58. Wire products.

Group 59. Beds and springs.

Group 60. Copper and brass goods (n. o. c.).

Group 61. Jewelry, watches, etc.

Group 62. Plating and galvanizing.

Group 63. Cutting and welding.

Group 64. Metal goods (n.o.c.) (undivided).



SCHEDULE 7.—*Machinery and instruments.*

- Group 65. Boilers and tanks.
- Group 66. Engines.
- Group 67. Agricultural machinery.
- Group 68. Textile machinery.
- Group 69. Machinery (n. o. c.).
- Group 70. Fine machines.
- Group 71. Machine shops (n. o. c.).
- Group 72. Electric apparatus and appliances.
- Group 73. Instruments, professional or scientific.

SCHEDULE 8.—*Vehicles.*

- Group 74. Railroad cars.
- Group 75. Carriages and wagons.
- Group 76. Automobiles.
- Group 77. Motorcycles.
- Group 78. Bicycles.
- Group 79. Aeroplanes.

SCHEDULE 9.—*Lumber and wood.*

- Group 80. Logging.
- Group 81. Sawmills.
- Group 82. Planing mills.
- Group 83. Cooperage.
- Group 84. Boxes.
- Group 85. Carpentry.
- Group 86. Turning.
- Group 87. Furniture.
- Group 88. Upholstering.
- Group 89. Rattan and willow ware.
- Group 90. Veneer goods.
- Group 91. Brooms and brushes.
- Group 92. Household utensils.
- Group 93. Musical instruments.
- Group 94. Canes, etc.
- Group 95. Wood preserving and fireproofing.

SCHEDULE 10.—*Leather.*

- Group 96. Tanning and dressing.
- Group 97. Fur.
- Group 98. Embossing leather.
- Group 99. Shoe stock.
- Group 100. Boots and shoes.
- Group 101. Gloves.
- Group 102. Harness, bags, and belting.
- Group 103. Leather goods (n. o. c.).

SCHEDULE 11.—*Rubber and composition goods.*

- Group 104. Gutta percha.
- Group 105. Rubber reclaiming.

- Group 106. Rubber tires.
- Group 107. Soft-rubber goods.
- Group 108. Hard-rubber goods.
- Group 109. Celluloid.
- Group 110. Celluloid goods.
- Group 111. Insulation.
- Group 112. Bone and ivory.
- Group 113. Printers' rollers.

SCHEDULE 12.—*Chemicals and allied products.*

- Group 114. Chemicals.
- Group 115. Baking powder and yeast.
- Group 116. Glue.
- Group 117. Ink, blacking, and polish.
- Group 118. Dyes, paints, and colors.
- Group 119. Drugs and medicines.
- Group 120. Pharmaceutical supplies.
- Group 121. Extracts.
- Group 122. Fertilizers.
- Group 123. Explosives.
- Group 124. Gases.
- Group 125. Fats and oils (animal).
- Group 126. Oils, cottonseed.
- Group 127. Oils (vegetable), all other.
- Group 128. Petroleum and allied products.
- Group 129. Coke and charcoal.
- Group 130. Turpentine and rosin.
- Group 131. Soap.
- Group 132. Starch and glucose.
- Group 133. Matches.

SCHEDULE 13.—*Paper and paper products.*

- Group 134. Pulp mills.
- Group 135. Paper.
- Group 136. Stationery.
- Group 137. Boxes.
- Group 138. Fiber goods.
- Group 139. Paper products (n. o. c.).

SCHEDULE 14.—*Printing and publishing.*

- Group 140. (Undivided.)

SCHEDULE 15.—*Textiles.*

- Group 141. Wool preparation.
- Group 142. Woolen goods.
- Group 143. Cotton goods.
- Group 144. Silk.
- Group 145. Linen.
- Group 146. Carpets and rugs.
- Group 147. Oilcloth and linoleum.

Group 148. Batting, wadding, and shoddy.

Group 149. Cordage.

Group 150. Burlap and jute.

Group 151. Knit goods.

Group 152. Lace, embroidery, and webbing.

Group 153. Finishing textiles.

SCHEDULE 16.—*Clothing and furnishings.*

Group 154. Clothing.

Group 155. Shirts, collars, etc.

Group 156. Furnishing goods.

Group 157. Headwear.

Group 158. Miscellaneous needlework.

Group 159. Laundering, cleaning, and dyeing.

SCHEDULE 17.—*Foods, beverages, and tobacco.*

Group 160. Flour and grist mill products.

Group 161. Baking.

Group 162. Coffee and spices.

Group 163. Beet sugar refining.

Group 164. Sugar refining, cane.

Group 165. Confectionery.

Group 166. Dairy products.

Group 167. Slaughter and packing houses.

Group 168. Canning and preserving.

Group 169. Malting and brewing.

Group 170. Bottling; under pressure.

Group 171. Bottling; not under pressure.

Group 172. Distilleries.

Group 173. Fermented liquors.

Group 174. Tobacco.

Group 175. Ice.

SCHEDULE 18.—*Miscellaneous manufactured products (not otherwise classified).*

Group 176. Lead pencils and crayons.

Group 177. Advertising and art novelties.

Group 178. Photographic and pyrographic goods.

Group 179. Sporting and military goods.

Group 180. Buffing wheels, washers, and steam packing.

Group 181. Butchers' and dairy supplies.

Group 182. Soda water apparatus.

Group 183. Artificial limbs.

Group 184. Painting (shop).

Group 185. Photography.

Group 186. Diamond cutting.

Group 187. Taxidermists.

Division D.—*Construction.*

SCHEDULE 1.—*Wrecking and moving.*

Group 188. Raising and wrecking.

Group 189. Blasting.

SCHEDULE 2.—*Grading, excavating, and foundations.*

Group 190. Surveying.

Group 191. Clearing and grading.

Group 192. Excavating and pile driving.

Group 193. Drilling.

Group 194. Tunnels and subways.

Group 195. Ditch digging, with pipe laying.

Group 196. Canals.

Group 197. Masonry.

SCHEDULE 3.—*Erecting.*

Group 198. Structural iron erecting.

Group 199. Metal construction (outside).

Group 200. Concrete construction.

Group 201. Signs, awnings, etc.

Group 202. Fence construction.

Group 203. Carpentry (outside).

Group 204. Building construction (n. o. c.).

Group 205. Painting, plastering, and decorating (outside).

Group 206. Roofing.

Group 207. Dams, breakwaters, etc.

Group 208. Railroad construction (all kinds).

Group 209. Boat and ship building (wood).

Group 210. Boat and ship building (steel or iron).

Group 211. Yachts and rowboats.

Group 212. Boat and ship repairing and rigging.

SCHEDULE 4.—*Finishing, equipping, and installing.*

Group 213. Metal construction (within buildings).

Group 214. Elevator erection, passenger or freight.

Group 215. Metal appliances; installing within buildings.

Group 216. Millwrighting.

Group 217. Plumbing and heating.

Group 218. Electrical equipment.

Group 219. Marble, tile, and plaster blocks (within buildings).

Group 220. Carpentry work (within buildings).

Group 221. Plastering, painting, and decorating (within buildings).

Group 222. Paving (outside).

**Division E.—Transportation and public utilities.**

**SCHEDULE 1.—Steam railroads.**

Group 223. (Undivided.)

**SCHEDULE 2.—Electric railroads.**

Group 224. Street railroads.

Group 225. Elevated railroads and subways.

**SCHEDULE 3.—Cartage and storage.**

Group 226. Drivers and stablemen.

Group 227. Chauffeurs.

Group 228. Express companies—operation.

Group 229. Storage and warehousing.

Group 230. Ice harvesting.

Group 231. Grain elevators.

Group 232. Refrigerator cars.

Group 233. Oil distributing.

Group 234. Garages.

Group 235. Gasoline supply stations.

Group 236. Riggers and safe movers.

Group 237. Horseshoeing.

**SCHEDULE 4.—Stockyards.**

Group 238. (Undivided.)

**SCHEDULE 5.—Transportation by water.**

Group 239. Vessels.

Group 240. Sailing vessels.

Group 241. Fisheries.

Group 242. Barges, lighters, and canal boats.

Group 243. Stevedoring.

Group 244. Weighing and tallying.

Group 245. Marine wrecking.

**SCHEDULE 6.—Public utilities (not transportation).**

Group 247. Electric light and power.

Group 248. Telephone and telegraph.

Group 249. Natural gas.

Group 250. Gas works.

Group 251. Waterworks.

Group 252. Steam heating or power companies.

Group 253.—Garbage works and sewage disposal plants.

Group 254. Pneumatic tube companies; operation.

Group 255. Irrigation works.

Group 256. Crematories.

**SCHEDULE 7.—Pipe lines.**

**Division F.—Trade.**

**SCHEDULE 1.—Offices.**

Group 257. (Undivided.)

**SCHEDULE 2.—Stores.**

Group 258. (Undivided.)

**SCHEDULE 3.—Yards.**

Group 259. (Undivided.)

**SCHEDULE 4.—Salesmen and agents—outside.**

Group 260. (Undivided.)

**Division G.—Service.**

**SCHEDULE 1.—Domestic.**

Group 261. Care, custody, and maintenance of buildings.

Group 262. Care of grounds.

Group 263. Hotels, restaurants, and clubs.

**SCHEDULE 2.—Personal.**

Group 264. Theaters.

Group 265. Amusements, indoor (other than theaters).

Group 266. Amusements, outdoor.

Group 267. Individual service.

**SCHEDULE 3.—Professional.**

Group 268. Inspectors and appraisers.

Group 269. Institutions.

Group 270. Teachers and instructors.

Group 271. Undertakers.

Group 272. Motion pictures.

**SCHEDULE 4.—Municipal and public.**

Group 273. (Undivided.)



**PROPOSED PROHIBITION OF LEAD PAINTS IN GREAT BRITAIN.<sup>1</sup>**

The enactment of a law prohibiting the importation, sale, or use of any paint material containing more than 5 per cent of its dry weight of a soluble lead compound is the principal recommendation of the British departmental committee appointed to investigate the danger of the use of paints containing lead to the health of persons engaged in painting buildings. The committee was appointed January 20, 1911, and after extensive investigations issued its report on May 5, 1915. This report, however, bears the date of November, 1914.

Besides the chairman, the committee consisted of two members of Parliament, the medical inspector of factories, and two representatives each of employing painters and of working painters. The appointment of this committee was prompted by the numerous cases of lead poisoning among painters and the belief that many of them could be prevented by the same careful regulation or restriction which has proved effective in preventing lead poisoning in factories.

The committee's report is based upon the evidence of 118 witnesses, of whom 93 were selected by the committee as representatives of employers, painters, paint and paint material manufacturers, consultants to paint makers, chemists, architects, physicians, and others with special knowledge of ship and bridge painting and lead poisoning. The remaining 25 witnesses were brought forward by the white-lead corrodors' section of the London Chamber of Commerce, and included a certain number from France, Germany, Austria, Belgium, Holland, and Switzerland. The report is printed in a volume of 134 pages, summarizing and analyzing the evidence and presenting the recommendations of the committee. A second volume giving the testimony of the witnesses in full is yet to be issued.

The committee recognized that in connection with such a restriction as it recommends it would be necessary to exempt specifically certain classes of colors, such as those used by artists, and that it would be desirable to authorize the granting of exemptions applicable only to special branches of the painting industry, where it could be shown to the satisfaction of the home secretary that the use of lead paints containing more than 5 per cent of soluble lead can not as yet be dispensed with. In such cases it is considered desirable that the home secretary be given power to enforce adequate preventive measures, namely, abolition of dry rubbing down, provision for overalls, lunch rooms, cloak rooms, elevators, medical examinations, and the like, all of which should be made compulsory and should be enforced by adequate inspection. The supplying of lead materials

<sup>1</sup> Great Britain. Home Department. Report of the departmental committee appointed to investigate the danger attendant on the use of paints containing lead in the painting of buildings. November, 1914, 134 pp. (Cd. 7582).

to any user granted such exemption could be controlled by permitting paint manufacturers to supply the materials in question only on condition that they submit in writing to the proper Government department the name and address of the customer.

To give adequate time for paint makers and others to arrange for supplies of nonpoisonous materials and also to facilitate the introduction of modifications in painting methods, where special work necessitates such changes, the committee recommends that the restriction of the amount of lead in paints to not more than 5 per cent of soluble lead should not be enforced until three years after the publication of its report.

Attention is directed to the possible dangers to health arising from the vapors of linseed oil and turpentine or turpentine substitutes used in all paints whether compounded with lead or leadless pigments, and to the consequent importance of investigating their possible effect on health which the evidence before the committee indicated might be serious enough to require action on the part of the home office. The committee is of the opinion that any bill proposes to give effect its recommendations should empower the home secretary to make regulations, if he finds it necessary, similar to those which he is now authorized by law to establish in factories and workshops.

The committee found that serious efforts had been made to deal with the evil of lead poisoning among house painters in France, Austria, Germany, Holland, Belgium, and Switzerland, and suggests that Great Britain should not be behind other countries in such a matter. Two methods of dealing with the evil suggested themselves: Either (1) the industry must be governed by a strict code of regulations, or (2) the use of lead must be prohibited altogether, or at any rate restricted within very narrow limits.

The proposal to deal with the situation by regulation the committee regards as impossible, for four principal reasons: (1) The inadequacy of regulations to cope with the evil; (2) the difficulty of prohibiting dry rubbing down, the most frequent cause of lead poisoning; (3) the cost and difficulty of complying with various precautionary measures; and (4) the insuperable difficulty of enforcing regulations by adequate inspection.

The second method for the prevention of lead poisoning, by the prohibition of the use of lead or its restriction within very narrow limits, was favored by a majority of employers who appeared before the committee.

The committee found from the evidence before it that not only are leadless paints suitable for interior work but that they had been used successfully on exterior surfaces. The leadless paints claimed to be of sufficient durability for exterior use were found already obtainable in considerable numbers, with every indication that legis-

lation affecting the amount of lead permissible in paints would give a great impetus to the manufacture of the nonpoisonous substitutes.

The white-lead industry in Great Britain in 1910 produced 58,000 tons, 85 per cent of which was for home consumption. It employed approximately 2,500 persons with annual wages of \$750,000. The capital invested amounted to \$6,500,000. In lead mining approximately 2,700 persons were employed, with annual wage payments only slightly less than in the white-lead industry. It was estimated that the prohibition of the use of white lead according to the committee's recommendations would limit the demand for this material to 23,000 tons and would also reduce the demand for pig lead by about 25 per cent.

Among the persons employed as house painters in England and Wales, about 30 deaths from lead poisoning are reported each year. As to the number of nonfatal cases there are no complete statistics, since house painters do not come under the factory acts and reports of cases are entirely voluntary. However, the number of nonfatal cases is estimated at about 750 per annum.

In Great Britain the production of zinc oxide, the principal substitute for white lead in outdoor painting, is small, but the committee is of the opinion that a larger call for zinc paints would lead to the establishment of zinc-oxide works on a scale sufficient to meet all demands.

The recommendations of the committee are signed by seven of its eight members, one, a representative of the association of master painters, submitting a minority report. This minority report vigorously challenges the conclusions and recommendations of the other members of the committee and urges that regulation should at least be given a thorough trial before prohibiting the use of so valuable a paint material as white lead. This recommendation is based upon the claim that the center of danger in all industries is the dust produced, and that in painting the dust-producing processes harmful to the health of the workers rest on the dry rubbing of lead paint. Therefore, it is suggested that the rational course is to prohibit under heavy penalties the practice of dry rubbing down, and thus remove the great source of danger from poisoning by lead dust.

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## UNEMPLOYMENT LEGISLATION IN 1915.

The matter of unemployment received attention in a few States during the legislative sessions of the current year, resulting in the adoption of measures for relief of more or less extensive nature. Little precedent exists in this country for enactments in this field, for which reason the action taken may be regarded as experimental,



while one law in particular—that of Idaho—may be regarded as presenting decidedly novel features.

The question of unemployment was considered by the California Legislature of sufficient magnitude to require Federal action, and it adopted a resolution requesting an investigation by the Congress of the United States and the adoption of such remedial measures as might be thought necessary and proper.

The Legislature of Illinois provided for a State commission on the subject, while in Idaho a memorial was adopted by the legislature referring to the fact that the State law prohibits the employment of alien labor upon public works, and submitting to Congress the proposition that a similar rule should control in favor of citizen labor on Federal undertakings within the State.

The formation of associations of certain employees on steam and electric railways for the purpose of providing a cooperative fund from which unemployment benefits should be paid was provided for by a Michigan statute.

Of a more direct nature are resolves of the Legislature of Massachusetts authorizing the employment of needy persons by the Metropolitan Park Commission in labor on parkways, boulevards, parks, and reservations, also by the State forester; while in New Jersey the common council or other body in charge of departments of municipalities employing unskilled labor are authorized to select "from the needy poor of such city or other municipality" residents for the purpose of such public work as may be assigned to them.

The most elaborate provision is that of the Idaho statute, which the press has called a "right to work" law, which authorizes and requires county commissioners to provide emergency employment for any person who is a citizen of the United States and has been for an uninterrupted period of not less than six months a resident of the State of Idaho. The work is to be done on public highways or such other work as may be determined upon. Applicants must be residents of the county for more than 90 days preceding the application, must show that they are unable to secure other employment, and that they do not possess property of a total value of more than \$1,000. A statement of the number of dependents, if any, must be given; also as to the amount of any emergency employment had during the 12 months last past. One applying for work must also agree to do with reasonable diligence and efficiency the work assigned, and a failure or refusal to perform such work is regarded as an offense for which he may be suspended for a period of one week in the first instance and for a second offense be disqualified for receiving the benefit of emergency employment for a period of one year. No person may receive more than 60 days' employment within a year, and each applicant must be identified and vouched for by some freeholder in the county

where the application is made. Payments are made on vouchers issued by the auditor of the county and a record kept of names and amounts, and on a certificate to the State auditor of the total sum expended in this behalf 50 per cent of this sum shall be remitted to the county by deducting it from the sum of the general taxes collected by the State.

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### MINIMUM WAGE FOR WOMEN IN RETAIL STORES IN MASSACHUSETTS.

The Massachusetts Minimum Wage Commission under date of September 15, 1915, published a decree fixing a minimum wage for female employees in retail stores, to be effective January 1, 1916. The decree is based upon the recommendations of the Retail Store Wage Board, which was appointed by the commission to investigate conditions and to make recommendations. The wage board consisted of six representatives of employers, six representatives of employees, and three representatives of the public.

The statement and decree of the Minimum Wage Commission are printed substantially in full below:

A report made to this commission by the Retail Store Wage Board recommends a minimum wage suitable for female employees of ordinary ability in retail stores and also suitable minimum wages for learners and apprentices, as follows:

AUGUST 5, 1915.

The Retail Store Wage Board has the following to report as the result of its study and deliberations:

In view of the present unsatisfactory condition of business in this country, the board has agreed upon the following schedule of wages for female workers in the retail stores of Massachusetts:

1. The minimum wage to be paid to any female employee who after reaching the age of 18 years has had one year's experience in a retail store shall be \$8.50 a week.
2. The wage for inexperienced female workers who are 18 years of age or older shall not be less than \$7 a week.
3. Minors between 17 and 18 years of age shall be paid not less than \$6 a week.
4. The wage for minors under 17 years of age shall be not less than \$5 a week.

This wage scale shall apply to all establishments doing a retail business in the Commonwealth of Massachusetts and to each and every kind of employment therein.

These rates are for full-time work, by which is meant the full number of hours per week required by employers and permitted by the laws of the Commonwealth.

Extra or part time workers shall receive at least the same scale of pay pro rata for the time actually employed.

If compensation is determined or supplemented by commissions on sales, bonus, premium, or other method, there must be a guaranty and payment of the full weekly rate in every case.

It has not seemed necessary to the board to determine in exact terms and in detail the necessary cost of living, but it considers it to be at least as much as and probably somewhat above the minimum herein set forth. The board feels that the schedule

of wages adopted is as high as the retail stores of the State will be able to pay until industrial and business conditions shall have shown a marked improvement. Moreover, it should be noted that these rates will mean a very large increase in earnings for many of the employees, especially for the minors and inexperienced, and a correspondingly increased burden of expense for the employers, which they can not easily or immediately shift to their customers or offset by economies in other operating expenses or by means of the increased efficiency of the workers. When this adjustment to the higher wage scale has been accomplished, however, and when the business is in a more prosperous condition, the rates herein may and perhaps ought to be advanced to a somewhat higher level.

It is recommended that these rates be put in operation on or about January 1, 1916.

In accordance with the provisions of law,<sup>1</sup> the Minimum Wage Commission has made an inquiry into the wages paid to the female employees in the retail stores in Massachusetts and found that more than one-third of the number studied earned less than \$6 a week. (See bulletin No. 6, Minimum Wage Commission.) The commission therefore established the Retail Store Wage Board, and instructed it, as required by section 5, chapter 706, as amended, to consider (1) the needs of the employees, (2) the financial condition of the industry, and (3) the probable effects thereon of any increase in the minimum wages paid, and thereafter to endeavor to determine the minimum wage suitable for a female employee of ordinary ability in the industry, and also suitable minimum wages for learners and apprentices and for minors below the age of 18 years. The board stated it to be its opinion, after consideration of the needs of the employees, as required by law, that the necessary cost of living is "as much as and probably somewhat above" the minimum (\$8.50) set forth in the schedule of wages which it recommends.

It is further set forth, in consideration of the present financial condition of the industry, "that the schedule of wages adopted is as high as the retail stores of the State will be able to pay until industrial and business conditions shall have shown a marked improvement."

The Minimum Wage Commission, having tentatively approved the recommendations of the majority of the board, as provided by section 6 of chapter 706, acts of 1912, as amended, and after due notice to employers paying less than the recommended minimum wage, held public hearings on these recommendations on August 23 and 26, 1915.

At these hearings no evidence was submitted which showed that the financial condition of the retail stores will not permit paying the recommended rates. The commission, therefore, confirms the recommendations, and orders that the following decree be entered, as provided by section 6, chapter 706, acts of 1912, as amended:

#### DECREE.

The Minimum Wage Commission of the Commonwealth of Massachusetts, having before it the report of the Retail Store Wage Board, after public hearings thereupon held August 23 and August 26, 1915, and for reasons set forth in its statement of even date, in accordance with Stat. 1912, ch. 706, par. 6, as amended, makes the following decree:

1. No experienced female employee of ordinary ability shall be employed in retail stores in Massachusetts at a rate of wages less than \$8.50 a week.

<sup>1</sup> Stat. 1912, ch. 706, par. 3.



2. No female employee of ordinary ability shall be deemed inexperienced who has been employed in a retail store or stores for one year or more, after reaching the age of 18 years.
3. A female employee shall be deemed to have been employed in the industry for a year if her absences from her place or places of employment during 12 months, whether consecutive or nonconsecutive, have not been of unreasonable duration.
4. The wages of learners and apprentices may be less than the minimum prescribed for experienced employees, provided:
  - (a) That no female employee of ordinary ability who has reached the age of 18 years shall be employed at a rate of wages less than \$7 a week.
  - (b) That no female employee of ordinary ability who has reached the age of 17 years shall be employed at a rate of wages less than \$6 a week.
  - (c) That no other female employee of ordinary ability shall be paid at a rate of wages less than \$5 a week.
5. A female employee of less than ordinary ability may be paid less than the prescribed minimum wage provided that the conditions of section 9, chapter 706, acts of 1912, are complied with.
6. These recommendations shall take effect on January 1, 1916, on which date all female employees of ordinary ability who have been employed in the industry for one year or more after reaching the age of 18 shall be deemed to have served an apprenticeship of one year, and all others shall be deemed to have begun their apprenticeship, and to be entitled to the rates as specified above.

In order to facilitate the enforcement of this order the commission recommends that a female employee on leaving her employment in any establishment receive a card showing the time she has worked in that establishment.

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### MINIMUM WAGE LAW OF KANSAS.

In an article on "Minimum-Wage Legislation, 1915," in the August issue of the MONTHLY REVIEW, it was stated that so far as was known at the time of that publication the legislature of the State of Arkansas was the only one that had enacted legislation on this subject during the year. It was subsequently learned that the legislature of Kansas passed a law at its 1915 session providing for the establishment of an industrial welfare commission with the duty of establishing standards of wages, hours, and conditions of labor for women, learners and apprentices, and minors employed within the State, thus making 11 States having some form of minimum-wage law. The term "minors" as used in this act includes persons of both sexes under the age of 18 years, while the term "women" applies to females above that age.

The commission consists of the commissioner of labor and two persons appointed by the governor, one of whom must be a woman. The commission may act on its own initiative or upon the request of not less than 25 persons engaged in any occupation in which are employed persons of the classes coming within the purview

of the act. Authority is given to make such examination of the pay rolls and wage records and to call such witnesses as the commission may deem necessary; public hearings may also be had. If, after such investigation, the commission concludes that wages, hours, and sanitary or other conditions in the occupation are prejudicial to the health or welfare of any substantial number of persons embraced in the act, it may establish a board to take the matters complained of under advisement. This board is to consist of not less than three representatives of employers, three of employees, and one or more representatives of the public appointed by the commission. The commission makes rules and regulations for the selection of the various members and the modes of procedure of the board, and also has exclusive jurisdiction over all questions arising as to the validity of the procedure and of the determinations of the board. Members of the board are paid as jurors in the district courts, and witnesses are paid as witnesses in like courts.

The boards may recommend what they regard as a reasonable minimum wage to meet the necessary cost of living for a woman worker of ordinary ability, and also the number of hours and sanitary conditions necessary; also for learners and apprentices and for minors. Time and piece rates may be fixed, and also different rates and standards for different localities in the State if circumstances seem to warrant. The commission has authority to review and approve or disapprove all findings. If a determination is approved, a public hearing is to be given after four successive weeks of publication of notice, after which the order may be issued to become effective in 60 days. Cases may be reopened on request of either party in interest, and special licenses may be issued for persons who are physically defective, or crippled, or of less than ordinary ability, or for learners, apprentices, and minors where only a minimum time wage has been established. A less number of hours than the standard may also be fixed for such persons.

Any person in interest dissatisfied with any order or ruling of the commission may, within 30 days of the making thereof, commence an action in court on the ground that such order or ruling is unauthorized by law, confiscatory, or unreasonable. Such cases are to have precedence over other civil cases and are tried as other cases at law, the burden of proof being on the person bringing the action. Penalties are provided for violations of the act, and for the discharge of or other discrimination against any employee who joins in requesting an investigation or who gives testimonies at any hearing. Failure to comply with the act is punishable as a misdemeanor, the fine prescribed being not less than \$25 nor more than \$100 in each case.

## BULLETIN OF THE NEW YORK STATE INDUSTRIAL COMMISSION.

Beginning with October of this year the New York State Industrial Commission proposes to issue monthly a bulletin concerning the activities of the various bureaus and divisions subject to its administration. The bulletin will be issued from the bureau of statistics and information of the department of labor.

It will be the aim of the bulletin to present concisely and in terms understandable to the average citizen, the various activities of the bureaus and divisions under the direction of the State Industrial Commission—and these interest every man, woman, and child of the ten million inhabitants of the Empire State.

While from time to time, pamphlet bulletins dealing with matters directly interesting to those of a statistical turn of mind, have been issued by one or another of these bureaus, no publication has been issued covering all the activities of all the bureaus. It will be the mission of the bulletin to supply this deficiency. Besides, the rulings, decisions, and other official data which the commission should supply to the public will also appear in the bulletin.

The bulletin is issued in quarto form with double columns. The first number contains a directory of the commission and the industrial council, accounts of the activities of the bureau of compensation, bureau of statistics, bureau of inspection, legal bureau, the bureau of mediation and arbitration, employment bureau, bureau of industries and immigration, bureau of legal code, together with a statement concerning the State fund for workmen's compensation, a summary of the movement of the labor market, and a summary of the work of the commission.

The following statement concerning the industrial commission of New York State is reproduced from page 10 of the first issue of the bulletin:

The industrial commission is the administrative head of the department of labor of New York State. As a matter of fact, it is the labor department, but the labor department is a constitutional entity, and so the title had to be retained in the law creating the industrial commission.

The New York State Industrial Commission administers a consolidation and reorganization of the State labor department, with its various bureaus and ramifications; the workmen's compensation commission and the administration of the State fund, and the New York State employment bureau. These departments and bureaus are subdivided into:

Bureau of inspection, covering inspection of factories, mercantile establishments, and other places where labor is employed, as to fire prevention, fire hazards, safety of life and limb, sanitary conditions. This is subdivided into divisions of factory inspection, mercantile inspection, homework inspection, industrial hygiene, section of medical inspection, and supervising inspection districts.



Bureau of statistics and information, subdivided into divisions of general labor statistics, industrial directory, industrial accidents and diseases, special investigations, and printing and publication.

Bureau of State employment, designed to bring employers and unemployed together for mutual benefit. This bureau has branch offices in all the important labor centers of the State.

Bureau of mediation and arbitration, designed to afford a ready means of adjustment of disputes regarding industrial relations.

Bureau of workmen's compensation, which administers the workmen's compensation law and the State insurance fund. This was formerly a State department in itself.

Bureau of industries and immigration, which is clothed with power to make full inquiry, examination, and investigation into the condition, welfare, and industrial opportunities of all aliens arriving and being within the State.

Moreover, the New York State Industrial Commission succeeds to the powers and duties of the industrial board in formulating an industrial code as well as framing rules and regulations for the conduct of employers and employees which have full force and effect of laws when the legislature is not in session; and also to many of the powers and duties of the abolished State fire marshal's office.

It can be readily seen that the industrial commission is a body clothed with great powers and invested with tremendous responsibilities which affect well-nigh every one of the nearly ten million inhabitants of New York State.

**REPORT OF THE COMMISSION ON INDUSTRIAL RELATIONS.**

Under authority granted by act of Congress of August 23, 1912, creating and defining the duties of the Commission on Industrial Relations, the President appointed as commissioners Messrs. Frank P. Walsh, of Missouri, chairman; John R. Commons, of Wisconsin; F. A. Delano, of Illinois; Harris Weinstock, of California; S. Thurston Ballard, of Kentucky; John B. Lennon, of Illinois; James O'Connell, of the District of Columbia; Austin B. Garretson, of Iowa; and Mrs. Florence J. Harriman, of New York. The general public was represented by Commissioners Walsh, Commons, and Harriman; the employers by Commissioners Weinstock, Delano, and Ballard; and organized labor by Commissioners Lennon, O'Connell, and Garretson. On March 17, 1915, owing to the resignation of Mr. Delano, the President appointed Mr. R. H. Aishton, of Illinois, in his stead.

The findings, conclusions, and recommendations of the commission are contained in a report of 448 pages issued under date of August 23, 1915. Two hundred and forty-five pages of this report were prepared by Basil M. Manly, director of research and investigation for the commission, and include conclusions and recommendations based upon both the vast amount of testimony heard in widely separated parts of the country and the individual reports of a staff of 21 investigators detailed by the commission to make special studies of specific questions bearing upon industrial conditions. To this portion of the report Commissioners Walsh, Lennon, O'Connell, and Garretson subscribe their names, although each dissents from specific recommendations contained therein. Commissioners Commons, Harriman, Weinstock, Ballard, and Aishton submit a separate report, including recommendations, and here again specific recommendations are dissented from by three of the signers—Messrs. Weinstock, Ballard, and Aishton—who present a report embodying their objections and reasons therefor.<sup>1</sup> Supplemental statements are presented by Commissioners Walsh,<sup>2</sup> Garretson,<sup>3</sup> Lennon and O'Connell,<sup>4</sup> and Ballard.<sup>5</sup> A somewhat extended report on vocational education,<sup>6</sup> by Commissioner Lennon, is included, which is approved by five of the commission, Commissioners Harriman, Aishton, Weinstock, and Commons withholding their signatures.

In the act of Congress creating the commission, section 4 named 11 questions into which inquiry was specifically directed. The section is as follows:

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<sup>1</sup> Report, p. 407.

<sup>2</sup> Report, p. 297. Concurred in by Commissioners Lennon and O'Connell. Report, p. 289.

<sup>3</sup> Report, p. 291. Concurred in as to certain particulars by Commissioners Lennon and O'Connell, Report, p. 289.

<sup>4</sup> Report, p. 279. Concurred in as to certain particulars by Commissioner Garretson. Report, p. 291.

<sup>5</sup> Report, p. 443.

<sup>6</sup> Report, p. 265.

That the commission shall inquire into the general condition of labor in the principal industries of the United States, including agriculture, and especially in those which are carried on in corporate forms; into existing relations between employers and employees; into the effect of industrial conditions on public welfare, and into the rights and powers of the community to deal therewith; into the conditions of sanitation and safety of employees and the provisions for protecting the life, limb, and health of the employees; into the growth of associations of employers and of wage earners and the effect of such associations upon the relations between employers and employees; into the extent and results of methods of collective bargaining; into any methods which have been tried in any State or in foreign countries for maintaining mutually satisfactory relations between employees and employers; into methods for avoiding or adjusting labor disputes through peaceful and conciliatory mediation and negotiations; into the scope, methods, and resources of existing bureaus of labor and into possible ways of increasing their usefulness; into the question of smuggling or other illegal entry of Asiatics into the United States or its insular possessions, and of the methods by which such Asiatics have gained and are gaining such admission, and shall report to Congress as speedily as possible with such recommendation as said commission may think proper to prevent such smuggling and illegal entry. The commission shall seek to discover the underlying causes of dissatisfaction in the industrial situation and report its conclusions thereon.

Of these subjects three, namely, general labor conditions, industrial relations, and the causes of industrial unrest, were fundamental in character and of broad scope, while eight were specific and dealt more largely with matters of detail.

#### **REPORT OF COMMISSIONERS WALSH, LENNON, O'CONNELL, AND GARRETSON.**

In the report of the director of research, which is submitted as the report of Commissioners Walsh, Lennon, O'Connell, and Garretson, the three general subjects are discussed in some detail, with no specific recommendations except as to industrial unrest. Four sources of industrial unrest are mentioned, presenting evils for the elimination of which definite recommendations are made.

##### **SOURCES OF INDUSTRIAL UNREST.**

##### **Unjust distribution of wealth and income.**

As a remedy for the unequal distribution of wealth and income the report urges—

The enactment of an inheritance tax so graded that while making generous provision for the support of dependents and the education of minor children, it shall leave no large accumulation of wealth to pass into hands which had no share in its production. It is suggested that a limit of \$1,000,000 dollars be fixed on as the amount that shall pass to the heirs. The revenue from this tax should be reserved by the Federal Government for three principal purposes:

1. The extension of education.
2. The development of other important social services which should properly be performed by the Nation.
3. Development in cooperation with States and municipalities of great constructive works, such as road building, irrigation, and reforestation, which would materially increase the efficiency and welfare of the entire Nation.



## Unemployment and denial of opportunity to earn a living.

It is predicted that the unemployment situation will not be appreciably relieved until great advances have been made in the removal of two prime causes—unjust distribution of wealth and monopolization of land and natural resources. With respect to the land question the following suggestions are submitted:

1. Vigorous and unrelenting prosecution to regain all land, water power, and mineral rights secured from the Government by fraud.
2. A general revision of our land laws, so as to apply to all future land grants the doctrine of "superior use," as in the case of water rights in California, and provision for forfeiture in case of actual nonuse. In its simplest form the doctrine of "superior use" implies merely that at the time of making the lease the purpose for which the land will be used must be taken into consideration, and the use which is of greatest social value shall be given preference.
3. The forcing of all unused land into use by making the tax on nonproductive the same as on productive land of the same kind and exempting all improvements.

## Denial of justice.

Much of the testimony presented to the commission evidenced the fact that there exists among workers an almost universal conviction that they, both as individuals and as a class, suffer from unjust legislation, and that the very instruments of democracy are often used to oppress them and to place obstacles in the way of their movement toward economic, industrial, and political freedom and justice. It is therefore recommended—

1. That Congress should forthwith initiate an amendment to the Constitution providing in specific terms for the protection of the personal rights of every person in the United States from encroachment by the Federal and State Governments and by private individuals, associations, and corporations. The principal rights which should be thus specifically protected by the power of the Federal Government are the privilege of the writ of *habeas corpus*, the right to jury trial, free speech, peaceful assemblage, to keep and bear arms, to be free from unreasonable searches and seizures, to speedy public trial, to freedom from excessive bail, and from cruel and unusual punishments.
2. That Congress immediately enact by statute or, if deemed necessary, initiate a constitutional amendment specifically prohibiting the courts from declaring legislative acts unconstitutional.
3. That Congress enact that in all Federal cases where the trial is by jury all qualified voters in the district shall be included in the list from which jurors are selected and that they shall be drawn by the use of a wheel or other device designed to promote absolute impartiality.
4. That Congress should drastically regulate or prohibit private detective agencies doing business in more than one State, employed by a company doing an interstate business, or using the mails in connection with their business. Such regulation, if it is feasible, should include particularly the limitation of their activities to the *bona fide* functions of detecting crime, and adequate provision should be made for the rigid supervision of their organization and personnel.

**Denial of the right of organization.**

Believing that the fundamental question for the Nation to decide is whether the workers shall have an effective means of adjusting their grievances, improving their condition, and securing their liberty through negotiation with their employers, or whether they shall be driven by necessity and oppression to the extreme of revolt, the following is recommended:

1. Incorporation among the rights guaranteed by the Constitution of the unlimited right of individuals to form associations, not for the sake of profit, but for the advancement of their individual and collective interests.<sup>1</sup>

2. Enactment of statutes specifically protecting this right and prohibiting the discharge of any person because of his membership in a labor organization.

3. Enactment of a statute providing that action on the part of an association of individuals not organized for profit shall not be held to be unlawful where such action would not be unlawful in the case of an individual.

4. That the Federal Trade Commission be specifically empowered and directed by Congress in determining unfair methods of competition to take into account and specially investigate the unfair treatment of labor in all respects, with particular reference to the following points:

- a. Refusal to permit employees to become members of labor organizations.

- b. Refusal to meet or confer with the authorized representatives of employees.

5. That the Department of Labor, through the Secretary of Labor or any other authorized official, be empowered and directed to present to the Federal Trade Commission, and to prosecute before that body, all cases of unfair competition arising out of the treatment of labor which may come to his attention.

6. That such cases, affecting, as they do, the lives of citizens in the humblest circumstances, as well as the profits of competitors and the peace of the community, be directed by Congress to have precedence over all other cases before the Federal Trade Commission.

With reference to specific questions propounded by Congress the following conclusions and recommendations are given:

**INDUSTRIAL CONDITIONS OF ADULT WORKMEN IN GENERAL INDUSTRIES.****Wages.**

Concluding that every able-bodied workman should as a minimum be compensated by sufficient income to support in comfort himself, a wife, and at least three minor children, and in addition to provide for sickness, old age, and disability, that a just standard of wages in any industry or occupation can best be secured by the method of collective bargaining between employers and employees, it is recommended:

1. In order that the public may be kept fully informed with regard to labor conditions, and that a proper basis of facts should exist for negotiation and arbitration, the Federal Government should enact the necessary legislation to provide for the collection, through the Bureau of Labor Statistics, or otherwise, of the full and exact facts regarding wages, hours of labor, and extent of unemployment for every industry. Every employer should be required by law to file with the proper authority a sworn statement of these facts according to a prescribed form. These statistics should be

<sup>1</sup> See also supplemental statement of Commissioners Lennon and O'Connell. Report, pp. 285, 286.

published annually, and the full data regarding any industry or plant should be accessible to any mediator or any other responsible citizen.

2. Uniform statutes should be passed by the legislatures of all States requiring that wages be paid at least semimonthly and in cash, except where by joint agreement other methods are agreed upon.

#### Hours of labor.

Based upon the conclusion that the physical well-being, mental development, and recreational needs of every class of population demand that under normal circumstances the working day should not exceed eight hours; that the reduction of working hours is in the interest not only of the worker and the community generally, but of the employer, the recommendation is made—

1. That in the so-called continuous occupations, other than the movement of trains, requiring work during both the day and the night for six or seven days per week, the State and Federal Governments should directly intervene, so that the working hours should not exceed eight per day nor extend to more than six days per week.

#### Safety and sanitation.

It is admitted that great progress has been made during recent years in promoting safety and sanitation and in safeguarding the workers from industrial accidents, and that this progress has proceeded most rapidly and satisfactorily since the enactment of workmen's compensation laws, which render unsafe working conditions expensive to the employer. Realizing that future progress in sanitation demands attention not only to cleanliness and ventilation, but to occupational diseases, and that the most direct incentive for the promotion of sanitation would be the adoption of a proper system of sickness insurance, the following is recommended:

1. The creation of a bureau of industrial safety (except that the section providing a museum of safety is not indorsed). Proper steps should be taken to provide for the coordination of the work of all Federal bureaus whose work is concerned with industrial safety.

2. The appropriations of the Public Health Service for the investigation and promotion of industrial sanitation should be increased.

#### Housing.

The investigation of the commission developed the fact that the houses and tenements which are available to workers are insanitary and overcrowded, that rents are high, and that tenement house acts, health ordinances, and building regulations of municipalities are not sufficient to cure the evils of the housing situation. The following recommendations are therefore submitted:

1. The Federal and State Governments should institute investigations directed, not so much to ascertaining existing housing conditions, as to formulating constructive methods by which direct support and encouragement to the promotion of improved housing can be given. Actual experiment in the promotion of housing should proceed as rapidly as proper plans can be drafted.



2. Special attention should be given to taxation, in order that land should as far as possible be forced into use and the burden of taxation be removed from home owners.

3. The municipalities should be relieved from all State restrictions which now prevent them from undertaking the operation of adequate housing schemes and from engaging in other necessary municipal enterprises.

#### WOMEN AND CHILDREN IN INDUSTRY.

The commission found that as a result of their unprotected condition, women and children are exploited in industry, trade, domestic service, and agriculture to an extent which threatens their health and welfare and menaces the well-being of future generations; and that because of this competition the wages and salary standards of men have suffered. The testimony disclosed the fact that the exclusion of children from factories has resulted in increasing rather than decreasing profits. Two primary causes are given for the increasing employment of women: (1) Low wages of men, making the earnings of women necessary, and (2) their willingness to accept lower wages and the fact that they are less likely to protest against conditions. To correct these and other evils six recommendations are submitted:

1. The recognition both by public opinion and in such legislation as may be enacted of the principle that women should receive the same compensation as men for the same service.

2. Until this principle is recognized, and women are accorded equal political rights, the extension of State protection of women, through legislation regulating working conditions, hours of service, and minimum wages, is highly desirable.

3. The increased organization of working women for self-protection and the improvement of their industrial conditions.

4. The inclusion of all women working for wages, whether in industry, trade; domestic service, or agriculture, under future legislation regulating their wages, hours, or working conditions.

5. The extension of the principle of State protection of children and the rapid increase of facilities for their education as outlined elsewhere.

6. The enactment by Congress of legislation embodying the principles contained in the so-called Palmer-Owen bill, which was before Congress at the last session.

#### INDUSTRIAL RELATIONS AND CONDITIONS ON PUBLIC UTILITIES.

##### General.

Finding that the scope of the Newlands Act, which applies only to employees engaged in the operation of interstate railroads, is too narrow, the following recommendations are made:

1. The extension of the Newlands Act to cover not only all classes of railroad employees, but all employees of public-service corporations which are engaged in interstate commerce.<sup>1</sup>

2. The functions of the Board of Mediation and Conciliation under the Newlands Act should be extended to provide for the creation of boards of investigation, to be formed only by consent of both parties and to make a report of facts and recommendations which will not be binding upon either side.

<sup>1</sup> See supplemental statement of Commissioners Lennon and O'Connell. Report, p. 285.

3. The Board of Mediation and Conciliation should be authorized by Congress to create an advisory council, composed of equal numbers of employers and employees, for the purpose of creating a panel of names from which impartial arbitrators may be chosen by the Board of Mediation and Conciliation.

Taking up specific public utilities, the conditions of telegraph and telephone operators, Pullman car conductors and porters, and employees on railroads and in railroad camps were considered to be far from satisfactory, prompting the following recommendations:

#### Telegraph.

1. The property of the telegraph companies, or such part of their equipment as may be necessary for the efficient operation of a national telegraph system, should be purchased by the Federal Government after proper valuation and placed under the general jurisdiction of the Post Office Department for operation. In transferring the service to the Federal Government all employees, including officials and other persons necessary for successful operation should be retained, and those whom the elimination of the duplicate service of the two companies renders unnecessary for the national system should be absorbed into other branches of the Federal service as far as practicable.

2. At the time of the transfer to the Federal service a special commission should be appointed to revise the salary ratings and other working conditions and place them upon a proper basis.

#### Telephone.

1. The purchase by the Federal Government, after proper valuation, of the property of the interstate and local telephone companies, or such part of their equipment as may be necessary for the efficient operation of a national telephone system.

2. The transfer of all employees, including officials, necessary for the efficient operation of the national telephone system, to the Federal service as far as possible, and the absorption as far as practicable of all employees who are not necessary for the telephone system into other branches of the Federal service.

3. When such employees are transferred to the Federal service, the creation of a special commission to establish salary ratings and other working conditions on a proper basis.

4. In the meantime provision should be made by Congress for the creation of a minimum-wage board to fix minimum-wage standards for women employees who are engaged in the transmission of messages in interstate commerce. The board should be authorized to differentiate between localities in fixing minima, if on due consideration such differential rates should be deemed advisable.

5. The creation of minimum-wage boards in the several States to fix minimum wages for all women employees engaged in service within the State.

#### The Pullman Co.

1. The enactment by Congress of a statute prohibiting the tipping of any employee of a public-service corporation engaged in interstate commerce, and providing a proper fine for both the giver and the recipient of the tip.

2. The amendment of the existing law regulating the hours of service of train employees, to include the employees engaged in the Pullman service.

3. The extension of the Newlands Act as already suggested to cover the Pullman Co.

#### Railroads.

Although the investigations of the commission with regard to railroads were too limited to permit of general findings or recom-

mendations, the position was taken that enough evidence was received to justify the following recommendations:

1. Thorough investigation by the Public Health Service of railroad construction camps as well as other labor camps, and the preparation of definite plans for such camps and a standard code of sanitary regulations.

2. The enactment by Congress of a statute expressly prohibiting corporations engaged in interstate commerce from inducing or compelling their employees to sign releases of liability for accidents.

3. Congress should enact a statute prohibiting interstate employers from requiring their employees to contribute to benefit funds, and providing for the participation of employees engaged in interstate commerce in the management of all benefit funds and other funds to which they contribute.

4. The regulation by Federal statute of the employment of police on interstate railroads. The statute should not only provide for the organization, personnel, and powers of such police, but should definitely provide that during labor disputes such police should be subject to the proper civil authorities and paid out of the Public Treasury. The statute should also provide that such corporations should be permitted to have firearms only under license, requiring that a definite record be maintained showing the character of each firearm and to whom it is issued.

5. The assumption by the States of full responsibility and definite provision not only for protecting the property of railroads but for preventing trespass upon their property.

#### INDUSTRIAL CONDITIONS IN ISOLATED COMMUNITIES.

The commission found that many industrial communities present every aspect of a state of feudalism, this condition being most frequently found in mining camps, lumber camps, and large plantations. To correct this evil four recommendations are submitted:

1. The enactment of appropriate State legislation providing that where communities develop, even upon privately owned land, the powers of the civil Government shall not be interfered with, nor shall the rights of access to the residence of any person be restricted, nor shall the rights of persons to come and go unmolested, to speak freely, and to assemble peacefully be interfered with or considered to stand upon a different basis from the rights of persons in other communities.<sup>1</sup>

2. In the case of public lands containing timber or minerals, which are now or may hereafter come into the possession of the Federal Government, it should be provided by statute that neither the lands nor the mineral rights should under any circumstances be sold, but should be used only upon lease for a limited term, such lease to contain as a part of the contract the conditions with regard to the rights of inhabitants as recited above, and such lease to be forfeitable without recourse in case of the infraction of said conditions.

3. The Post Office Department should be directed to report to Congress all communities in which the post office is in any company's store or other building operated by an employer or in which the postmaster is a private employer or the agent of an employer. The report should show the facts separately for those communities in which the employer or corporation operates an industry upon which any large number of inhabitants are dependent.

4. Congress and the State legislatures should enact statutes providing that any attempt on the part of an employer to influence his employees, either directly or indirectly, in connection with any Federal election either for or against any particular

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<sup>1</sup> Dissented from by Commissioner Walsh. Report, p. 303.



candidate shall constitute intimidation, and further specifying that it shall constitute intimidation for any employer to give notice to his workmen that in the event of the election of any particular candidate the establishment will not be operated.

#### THE CONCENTRATION OF WEALTH AND INFLUENCE.

Based on the evidence collected, the statement is made that the lives of millions of wage earners are subject to the dictation of a relatively small number of men, justifying a grave criticism of the labor conditions of corporation-controlled industries. The ultimate possibilities of so-called "foundations" created for unlimited general purposes and endowed with enormous resources are considered so grave a menace, not only as regards their own activities and influence but also the benumbing effect which they have on private citizens and public bodies, that, if they could be clearly differentiated from other forms of voluntary altruistic effort, it would be desirable to recommend their abolition. The impossibility of so differentiating them is admitted. As the basis for effective action to correct the above conditions the following recommendations are submitted:

1. The enactment by Congress of a statute providing that all incorporated non-profit-making bodies whose present charters empower them to perform more than a single specific function and whose funds exceed \$1,000,000 shall be required to secure a Federal charter. The Federal charter should contain the following provisions:

- a. Definite limitation of the funds to be held by any organization, at least not to exceed the largest amount held by any at the time of the passage of the act.

- b. Definite and exact specifications of the powers and functions which the organization is empowered to exercise, with provision for heavy penalties if its corporate powers are exceeded.

- c. Specific provision against the accumulation of funds by the compounding of unexpended income and against the expenditure in any one year of more than 10 per cent of the principal.

- d. Rigid inspection of the finances as regards both investment and expenditure of funds.

- e. Complete publicity through open reports to the proper Government officials.

- f. Provision that no line of work which is not specifically and directly mentioned in the articles of incorporation shall be entered upon without the unanimous consent and approval of the board of trustees nor unless Congress is directly informed of such intention through communication to the Clerk of the House and the Clerk of the Senate, which shall be duly published in the Congressional Record, nor until six months after such intention has been declared.

2. Provision by Congress for the thorough investigation, by a special committee or commission, of all endowed institutions, both secular and religious, whose property holdings or income exceeds a moderate amount. The committee or commission should be given full power to compel the production of books and papers and the attendance and testimony of witnesses. It should be authorized and directed to investigate not only the finances of such institutions but all their activities and affiliations.

3. As the only effective means of counteracting the influence of the foundations, as long as they are permitted to exist, consist in the activities of governmental agencies along similar lines, the appropriation of the Federal government for education and social service should be correspondingly increased.<sup>1</sup>

<sup>1</sup> A specific recommendation as to the Rockefeller Foundation was adopted by Commissioners Walsh, Lennon, and O'Connell. See Report, p. 261; also p. 70 of this digest.

## THE LAND QUESTION AND THE CONDITION OF AGRICULTURAL LABOR.

The investigation of agricultural conditions, including the problems of farm labor, agricultural corporations, and the rapid increase in land tenancy and their bearing on industrial unrest, was confined practically to the Southwest because in that region these systems have become most fully developed and their results are most easily studied. To improve the conditions of farm labor and to stop the increase in farm tenancy by aiding farm owners the following action is recommended:

1. The development through legislation of a system of long-time leases, providing that the tenant shall be compensated for all improvements made upon the property and also providing for cropping systems which will maintain the fertility of the soil.
2. The establishment of National and State farm bureaus for the following purposes:
  - a. To act as an agent between landlords and tenants in the distribution of tenant labor.
  - b. To act as an agent between landlords and tenants in the preparation of equitable contracts.
  - c. To act as an information agency to assist home-seeking farmers.
  - d. To assist in the distribution of seasonal labor.
3. The development of better credit facilities through the assistance of the Government and cooperative organization of farmers and tenants. No single measure can be recommended; the results must be achieved through the development of a sound rural credit system, the development of land banks, mortgage associations and credit unions. Foreign experience shows that through these means the rate of interest can be greatly reduced and the security of both the borrower and the lender can be increased.
4. The general introduction of modernized rural schools and compulsory education of children. The functions of the school system should extend beyond education to the social service of the entire rural community, assisting in the organization of farmers and tenants for cooperative purposes, and promoting other measures looking to the community's welfare.
5. The revision of the taxation system so as to exempt from taxation all improvements and tax unused land at its full rental value.

## JUDICIAL SETTLEMENT OF LABOR CLAIMS AND COMPLAINTS.

Discussing the difficulties that confront wage earners in collecting labor claims and securing redress for minor grievances, the report recommends—

1. The establishment either by the States or by municipalities of industrial courts similar to those which have proved to be successful in European countries.<sup>1</sup>
2. The commissioners of labor or the industrial commissions of the several States should be authorized and directed, where such powers do not now exist, to receive the legal complaints of all classes of workmen, and where they are found to have proper basis, to prosecute such claims vigorously, with a view to securing either a voluntary settlement or the award of adequate recompense by the proper tribunal. The commissioners of labor or the industrial commission should be given adequate legal assistance to enable them to prosecute such claims promptly and vigorously.
3. The States and municipalities should consider the desirability of creating an office similar to that of the public defender in Los Angeles to act in civil claims of small size.

<sup>1</sup> The organization and method of procedure of such courts is described in detail in Bulletin No. 98 of the United States Bureau of Labor Statistics, p. 273.

## THE LAW RELATING TO TRADES-UNIONS AND INDUSTRIAL DISPUTES.

Concluding that the general effect of the decisions of American courts has been to restrict the activities of labor organizations and deprive them of their most effective weapons, the boycott and the power of picketing, while on the other hand the weapons of the employer, namely, the power of arbitrary discharge, of blacklisting, and of bringing in strikebreakers, have been maintained and legislative attempts to restrict the employers' powers have generally been declared unconstitutional by the courts; and that an additional weapon has been placed in the hands of the employers by many courts in the form of sweeping injunctions, which render punishable acts which would otherwise be legal, and also result in effect in depriving the workers of the right to jury trial, the recommendation is made—

1. That Congress and the States enact legislation embodying the principles contained in the British Trades Disputes Act of 1906.<sup>1</sup>

## THE POLICING OF INDUSTRY.

The investigation on this subject was extensive, leading to the conclusion that "the problem of policing industry is generally conceived to lie in the suppression of violence and the protection of life and property, but in reality consists in the more fundamental problem of protecting the rights of employers and employees as well as preserving the peace." After discussing the origin of industrial violence, the State constabulary as a method of policing industry, and the attitude of the police toward public speaking, the following recommendations are made:

1. The enactment by Congress of a statute prohibiting, under severe penalties, the transportation of men from State to State either under arms or for the purpose of arming them as guards or as agents either of employers or of employees.
2. The enactment by Congress of a statute prohibiting the shipment in interstate commerce of cannon, Gatling guns, and other guns of similar character, which are not capable of personal use, when consigned to anyone except military agencies of the State or Federal Governments.
3. The regulation or prohibition of private detective agencies and private employment agencies as hereinbefore suggested.
4. The strict enforcement in all public and private employment offices of the rules requiring full notice of the existence of a strike.
5. The complete assumption by the States and municipalities of the responsibility for policing, and the prohibition of the maintenance of any private police (except a limited number of watchmen without police power except on premises).
6. The definition by statute, by the States, of the conditions under which sheriffs may deputize, such regulations to include provisions that a deputy must be a bona fide resident of the State; that a sworn statement of the complete activities of each

<sup>1</sup> The text of this act is given in full in Bulletin No. 74 of the United States Bureau of Labor Statistics, p. 168. This recommendation is also contained in the report of Commissioners Commons and Harriman. Report, p. 377.



deputy covering a period of 10 years immediately preceding his deputization shall be filed with the Secretary of State; that no person who shall have been convicted of any misdemeanor or who shall have been imprisoned in any State shall be deputized; and that no deputy shall receive any money or any other thing of value from any person connected with an industrial dispute during his period of service or in connection therewith.

7. The enactment of statutes, by the States, providing a uniform code governing the militia and embodying the following principles:

*a.* A proclamation of martial law or a state of war, insurrection, or rebellion, by the governor of a State, as the result of an industrial dispute, shall have no effect upon the continuance of the constitutional guaranties of the State and Federal constitutions, nor upon the law and statutes, nor upon the jurisdiction of the courts, nor upon other civil authorities.

*b.* The writ of habeas corpus or other process of the courts can not be suspended, interfered with, nor disregarded by the military. It is part of the duty of the military to assist in enforcing the process and decrees of the civil courts.

*c.* The ordinary courts shall have exclusive jurisdiction for the punishment of crime, and in all cases where the same act constitutes an indictable offense under both military and criminal law, courts-martial shall have no jurisdiction nor authority to try officers or soldiers accused thereof, but the offender shall be turned over to the civil magistrate for trial.

*d.* The military may not hold, detain, nor imprison persons arrested by them any longer than is necessary to hand them over to the civil authorities. No person arrested by the militia shall be detained after noon of the following day without being brought before a committing magistrate.

*e.* The military may not forcibly enter nor search a private house in order to seize arms or other property concealed therein without a search warrant.

*f.* The military shall have no authority to establish a censorship over the press nor to interfere with the publication of newspapers, pamphlets, handbills, or the exercise of the right of free speech, except under process of the courts.

*g.* The military shall not limit, restrict, nor interfere with the freedom of movement of peaceable citizens or the rights of public meeting, assemblage, or parades in streets and public highways or elsewhere except under due process of law.

*h.* Every military officer under whose orders a civilian is arrested shall within 24 hours thereafter report in writing to the commanding officer the name of the prisoner, the offense with which he is charged, and what disposition has been made of him. Failing, he shall be liable to such punishment as a court-martial may direct.

*i.* In times of industrial disputes no private guards, detectives, nor employees of either of the contending parties shall be enlisted or employed as members of the militia, and all persons found by the commanding officer to be in the employment of either party to a dispute or actuated by animosity or personal ill will toward either of the contending parties shall be forthwith released from active service.

*j.* The governor may, in times of disturbance, by proclamation forbid the sale or transportation of firearms, ammunition, and intoxicating liquors, and may require all firearms and other weapons to be deposited with the military at certain places, receipts being given therefor. Proper search warrants may be issued to discover concealed weapons.

8. That the States and municipalities should provide by law for the fullest use of schools and other public buildings for public meetings and lectures and for other similar purposes.

## THE CONDITIONS AND PROBLEMS OF MIGRATORY LABORERS.

There are large numbers of migratory laborers, many of whom find difficulty in obtaining employment during several months in the year. To improve their condition the following recommendations are offered:

1. The Interstate Commerce Commission should be directed by Congress to investigate and report the most feasible plan of providing for the transportation of workers at the lowest reasonable rates and, at the same time, measures necessary to eliminate the stealing of rides on railways.

If special transportation rates for workers are provided, tickets may be issued only to those who secure employment through public employment exchanges.

2. The establishment by States, municipalities, and, through the Department of Labor, the Federal Government, of sanitary workingmen's hotels in which the prices for accommodation shall be adjusted to the cost of operation. If such workingmen's hotels are established, the Post Office Department should establish branch postal savings banks in connection therewith.

3. The establishment by the municipal, State, and Federal Governments of colonies or farms for "down-and-outs" in order to rehabilitate them by means of proper food, regular habits of living, and regular work that will train them for lives of usefulness. Such colonies should provide for hospital treatment of cases which require it.

## UNEMPLOYMENT.

The extent and character of unemployment, and existing conditions and agencies for employment are presented at length in the form of conclusions developed from the extensive investigation of this subject. Specific recommendations relating to the organization of the labor market and the regularization of employment are as follows:

1. The enactment of appropriate legislation modifying the title of the Bureau of Immigration to "Bureau of Immigration and Employment" and providing the statutory authority and appropriations necessary for—

- a. The establishment of a national employment system, under the Department of Labor, with a staff of well-paid and specially qualified officials in the main offices at least.

- b. The licensing, regulation, and supervision of all private employment agencies doing an interstate business.

- c. The investigation and preparation of plans for the regularization of employment, the decasualization of labor, the utilization of public work to fill in periods of business depression, insurance against unemployment in such trades and industries as may seem desirable, and other measures designed to promote regularity and steadiness of employment.

2. The immediate creation of a special board made up of the properly qualified officials from the Departments of Agriculture, Commerce, Interior, and Labor, and from the Board of Army Engineers to prepare plans for performing the largest possible amount of public work during the winter, and to devise a program for the future for performing during periods of depression such public work as road building, construction of public buildings, reforestation, irrigation, and drainage of swamps. The success attending the construction of the Panama Canal indicates the enormous national construction works which might be done to the advantage of the entire nation during such periods of depression. Similar boards or commissions should be established in the various States and municipalities.

## ORGANIZATION, METHODS, AND POLICIES OF TRADE-UNIONS.

As the result of investigations on this subject conducted under the direction of one of its staff of special investigators the commission arrived at several definite conclusions but submitted no recommendations. It was found that the number of trade-unions relative to the working population is steadily increasing, that approximately 25 per cent of the workers 21 years of age and over are trade-unionists, and that wages in well-organized trades have kept pace with the rising cost of living while hours of labor have been steadily reduced until at present 8 hours constitute the normal workday for at least one-half of American trade-unionists. To prevent unjustifiable discharges and petty tyrannies which result in distrust and enmity among employees, the organization of the workers and the establishment of a system of trade boards is the remedy suggested. That the conditions of the members of trade-unions have been greatly improved by means of mutual insurance systems is asserted, and the extension of such systems is believed to be desirable. The theory of government which the American trade-unions have adopted is the centralization of power in the national trade-union, and it is stated that "the successful carrying out of this plan of organization will eliminate the chief defects in trade-union government." The opinion is expressed that the control by the national unions of strikes and of the system of mutual insurance which obtains in some unions should be established in all other unions. A decrease in the extent and frequency of unwarranted sympathetic strikes is noted. The policy of a few trade-unions of excluding qualified persons from membership by high initiation fees and other devices, is declared by the report to be antisocial and monopolistic and "should be given up by those unions which practice it." The further conclusion is drawn that some of the rules adopted by certain trade-unions restricting the productivity of the worker can be justified, but that some of them can not be defended and should be abandoned. As to jurisdictional disputes, which are said to be the occasion of frequent and costly strikes, particularly in the building trades, the suggestion is made that the American Federation of Labor and national unions renew their efforts to prevent such disputes. Finally, the practice in some trade-unions of placing authority to call strikes and levy boycotts in the hands of one person without adequate provision for supervision is stated to be the essential condition for trade-union graft.

## ORGANIZATION, METHODS, AND POLICIES OF EMPLOYERS' ASSOCIATIONS.

In this connection but one recommendation is submitted:

The formation of strong and stable associations of employers for the purpose of negotiating joint agreements and otherwise determining, upon a democratic and equitable basis, the fundamental problems of the trade.



### . JOINT AGREEMENTS.

Believing that the condition of employment can be most satisfactorily fixed by joint agreements between associations of employers and trade-unions, the following recommendation is made:

The extension of joint agreements as regards not only the field of industry which they may cover, and the class of labor included, but the subjects which are taken up for negotiation and settlement. Greater responsibility for the character, skill, and conduct of their members should accompany the greater participation of trade-unions in the governing of industry.

### AGENCIES OF MEDIATION, INVESTIGATION, AND ARBITRATION.<sup>1</sup>

A detailed plan for a permanent national mediation commission, to be appointed by the President, in disputes involving interstate commerce, is outlined and urged upon Congress. This plan is based on the following general principles which have been established as the result of the very extensive investigation conducted by the commission:

1. The mediation commission should be independent of, and definitely divorced from, every other department of the State or Federal Government. Its only power grows out of its impartiality, and this can not be secured if it is subordinate to any other body whose sympathies either with labor or with capital can be questioned.

2. Mediation should be intrusted to a person as far as possible distinct from those who act as arbitrators or appoint arbitrators.

3. The office of mediator should be placed beyond the suspicion that the office is being used as a reward for party services.

4. The mediator should appoint his own subordinates.

5. It is desirable in the event of the failure of mediation by an official mediator that the parties should be asked to consent to the appointment of a board of mediation and investigation consisting of three persons, one selected by each party and the third by these two. Such a board, it appears, would be able to secure an agreement in many cases where the mediator fails. These boards should have power to summon witnesses and compel the production of papers. In the event that the board could not secure an agreement during the investigation, it should be empowered to make a public report stating the terms on which in its judgment the parties should settle.

6. In those cases in which the parties are unable to agree on the third member of the board of mediation and investigation, he should be appointed in the State systems by the State board of arbitration, and in the national systems by the mediators, from a list prepared in advance by an advisory board, consisting of 10 representatives of employers' associations and 10 representatives of trade-unions.

7. National boards of mediation and investigation are to be formed only in disputes involving interstate commerce and in those cases in which the legislature or the executive of a State had requested the intervention of the Federal Government.

8. The Secretary of Labor, or in the States the official, bureau, or commission which is created for the protection of the workers, should be empowered to appear before the board of mediation and investigation, when it is holding public hearings, either at the request of the board as *amicus curiæ* in the ascertainment of facts regarding labor conditions, or, if appealed to, as the spokesman for the employees in the presentation of their case.

<sup>1</sup> This plan is dissented from by Commissioners Lennon and O'Connell, Report, p. 279; Garretson, Report, p. 291; Walsh, Report, p. 302.

## INDUSTRIAL CONDITIONS AND THE PUBLIC HEALTH—SICKNESS INSURANCE.

A Federal system of sickness insurance is recommended, constructed along the lines here briefly summarized:

1. *Membership.* The membership shall comprise all employees of persons, firms, companies, and corporations engaged in interstate commerce, or whose products are transported in interstate commerce, or which may do business in two or more States. The employees of intrastate establishments to be permitted to be insured if they so elect, under regulations to be prescribed by the commission.

2. *Fund.* The fund to be created by joint contributions by employees, employers, and the Government, the last named sufficient for expenses of administration. Such contributions should probably be in the proportion of 50 per cent from workers, 40 per cent from employers, and 10 per cent from the Government. Individuals or groups desiring larger benefits may arrange to make larger payments, and the rate in any trade, industry, or locality may be reduced where conditions so improve as to make a lower rate adequate. The contributions are to be secured through taxing each interstate employer a certain amount weekly for each employee, the part contributed by workers to be deducted from their wages, thus using the regular revenue machinery of the Government.

3. *Benefits.* Benefits to be available for a limited period in the form of cash and medical benefits during sickness, nonindustrial accidents, and childbearing; death benefits to be of limited size and payable on presentation of proper evidence.

4. *Administration.* The administration of the insurance funds is to be carried out by a national sickness insurance commission. The national commission should be composed by presidential appointment, with Senate confirmation, of a director (who would be chairman), representatives of employers and representatives of employees in equal ratio, and, as ex officio nonvoting members, the Federal Commissioner of Labor Statistics and the Surgeon General of the Public Health Service. The commission should be empowered to supervise all funds and determine their character and limits of jurisdiction; promulgate all regulations necessary to enforce the act; establish and maintain hospitals; maintain staffs of medical examiners, specialists, dentists, and visiting nurses; provide for medicines and appliances; make contracts with local physicians; cooperate with local funds and health authorities in disease prevention; and provide for collecting actuarial data.

Correlation of the insurance system with the medical profession, the lack of which has been a serious defect in German and British systems, is absolutely necessary. Contracts with physicians should allow to each a per capita payment for the insured persons under his care, the right of selection of physician to be retained by the insured. For the signing of certificates entitling the insured to benefits and for treating the insured in hospitals, the Surgeon General should detail physicians from the Public Health Service, their entire time to be given to these and other duties (consulting with local physicians, enforcing Federal laws and regulations, and cooperating with local authorities).

## EDUCATION IN RELATION TO INDUSTRY.

The findings and conclusions on this subject are presented in a separate report<sup>1</sup> prepared by Commissioner Lennon and receiving the indorsement of Commissioners Walsh, O'Connell, Garretson, and Ballard. In brief the recommendations include—

1. The establishment of vocational schools for all children in school over 14 years of age, as well as compulsory continuation and night vocational schools, with such

<sup>1</sup> Report, pp. 265-275.

academic work as may be advisable for all persons over 14 years of age in industry and agriculture.

2. The passage of a law by Congress embodying the recommendations of the special commission on national aid to vocational education.

3. The authorization by Congress of the creation of a Federal board to administer funds appropriated by Congress to the several States for vocational education, the board to consist of three members, one educator, one representative of organized labor, and one representative of organizations of employers, to be appointed by the President, with the consent of the Senate, to serve for a term of six years, the first appointments to be for two, four, and six years, with salaries of \$8,000 each per annum; the Federal board so constituted to establish rules and standards for expenditure of Government funds awarded to the several States.

The Federal board shall require of each State asking for Government funds the adoption of the following standards before any awards can be made or funds be appropriated by the board:

1. Compulsory daytime continuation schools for all children in industry between the ages of 14 and 18 years for not less than five hours per week at the expense of their employers.

2. Night schools for all persons over 18 years of age who are desirous of further educational opportunities, either cultural or vocational.

3. Standards of efficiency for teachers.

4. Joint State control in administration of vocational education by public school authorities, organized labor, and organized employers, with equal representation.

5. The Federal board to establish some model schools for industrial training in agriculture and vocations as examples to the several States.

#### SCIENTIFIC MANAGEMENT.

Admitting that scientific management as a system presents certain possible benefits to labor and to society, the report proceeds to give a rather extended statement of its diversities and defects and concludes:

Scientific management at its best has succeeded in creating an organic whole of the several departments of an institution, establishing a coordination of their functions which has previously been impossible, and in this respect it has conferred great benefits on industry. As regards its social consequences, neither organized nor unorganized labor finds in scientific management any adequate protection to its standards of living, any progressive means for industrial education, any opportunity for industrial democracy by which labor may create for itself a progressively efficient share in management.

#### PRISON LABOR.

Two recommendations are submitted:

1. The abolition as far as possible of indoor manufacture and the substitution of such outdoor work as that upon State farms and State roads, providing that where prisoners are employed they should be compensated and that the products which they manufacture should not be sold in competition with the products of free labor.

2. The enactment by Congress of a bill providing that all convict-made goods when transported into any State or Territory of the United States shall be subject to the operation of the laws of such State or Territory to the same extent and in the same manner as though such goods had been produced therein.



## IMMIGRATION.

Discussing immigration the report urges restriction based upon the general provisions of the so-called Burnett-Dillingham bill. It recommends:

1. The enactment of legislation providing for the restriction of immigration based upon the general provisions contained in the so-called Burnett-Dillingham bill, which has received the approval of two successive Congresses. With a full realization of the many theoretical objections which have been urged against the literacy test, the consensus of evidence is so strong that its practical workings would be to restrict immigration to those who are likely to make the most desirable citizens, to regulate immigration in some degree in proportion to the actual needs of American industry, and finally to promote education in Europe, that it seems necessary at least to urge that this plan be given a practical test.<sup>1</sup>

2. The enactment of legislation providing that within six months from the time of entry all immigrants shall be required, under penalty of deportation, either to declare their intention to become citizens by taking out their first papers or to definitely register themselves with the proper authority as alien tourists, and further providing that all immigrants who have failed to take out their first papers at the end of two years shall be deported, as shall all who fail to take out their second papers when they become eligible, deportation in each case to act as a bar to future entry.

3. The provision by the States and municipalities, with the assistance of the Federal Government if necessary, for the education of all adult persons who are unable to speak, read, or write the English language. In order to accomplish this it may be necessary to provide that employers shall grant certain definite periods of leisure for such instruction.

## LABOR CONDITIONS IN AMERICAN COLONIAL POSSESSIONS.

The investigations of the commission were confined to conditions in Porto Rico, and the following general recommendation is offered:

That provision be made by Congress for early and thorough investigation of the industrial and social conditions in Porto Rico and all other American colonies.

## CHINESE EXCLUSION.

The act creating the commission directed it to inquire "into the question of smuggling or other illegal entry of Asiatics into the United States or its insular possessions." The constructive suggestions and recommendations submitted on the subject of Chinese exclusion are based upon the findings of two special investigators, and are approved by the entire commission with reservations as to agencies of administration.

## Changes in the law.

The following changes should be made in the law in the interest of administrative efficiency:

1. That the many laws relating to the exclusion of Chinese be codified into a comprehensive statute.

2. That Chinese alleged to have entered the United States surreptitiously shall be tried by administrative process, i. e., on Secretary of Labor's warrant—in all cases irrespective of time of entry or defense of citizenship. At the present time only

<sup>1</sup> Dissented from by Commissioner Walsh. Report, p. 302.

Chinese alleged to have entered within three years may be tried on Secretary's warrant.

3. That immigration officers be specifically given the power of arrest or taking into custody.

4. That immigration officers be given the right to administer binding oaths in all cases arising under the immigration law.

5. That immigration officials be given the power to compel attendance of witnesses and the production of documentary or other evidence in all cases providing for punishment for contempt.

6. That the attacking of an immigration official or interference with him in the performance of his duties, or any maltreatment of him growing out of the performance of his duties, should be made a penal offense.

7. That the place of deportation to which contraband Chinamen shall be sent may be, in the discretion of the Secretary of Labor, the country whence he came, or the country of his citizenship, or the trans-Atlantic or trans-Pacific port from which he embarked for this continent.

8. That there be a clearer and more definite legislative definition of the exempt and the admitted classes.

9. That there be a clearer definition of legislative policy as to the status under the immigration and Chinese exclusion law of Chinamen admitted as exempts and subsequently assuming a nonexempt status.

10. That the pecuniary and family conditions for the return of Chinese laborers in the United States to China be repealed.

11. That the recommendation of a new registration because it is needed to enforce the present law be rejected. This must not be understood to mean a rejection of a new registration law as a part of legislative policy, but solely when it is urged for administrative reasons.

12. That masters of vessels be responsible for every Chinese member of their crew who was on board the vessel when it enters and is not on board when it is ready for clearance.

#### **United States commissioners.**

1. That the jurisdiction of United States commissioners in Chinese exclusion cases be abolished, or, what is less desirable—

2. That the following changes in the system be made: United States commissioners should receive adequate compensation for the service rendered. United States commissioners should be made courts of record and stenographic and other expenses provided for. The Government should be given right of appeal in Chinese cases.

#### **The judicial system.**

1. That the handling of cases of contraband Chinamen should be by administrative rather than by judicial procedure.

2. That the present administrative procedure be continued practically without modification, except for the improved handling of appeals as recommended elsewhere in these suggestions.

3. That writs of habeas corpus should be issued only on the basis of a *prima facie* case.

4. That in criminal cases (smuggling) full sentences should be imposed instead of light sentences as at present.

5. That, if advisable, the cases of contraband Chinamen might be held under the board of special inquiry procedure provided for in cases of immigrants not passed upon primary inspection for admission. The adoption of this suggestion would necessitate the employment of a considerable number of additional men—and for this reason ought not to be adopted immediately.

**General administration.**

1. Definitely withdraw the order of 1905.
2. By conference with Treasury Department provide for more careful sealing and supervision of sealed freight cars crossing the border—
  - a. By placing seal number and place of each car on the manifest.
  - b. By taking number and place of each seal of each car independently, and testing seal.
  - c. By comparing local record with manifest immediately.
  - d. By examination of contents of each car where there is the least discrepancy or suspicion.

**The selection of inspectors.**

1. That the position of Chinese inspector be revived.
2. That the selection of Chinese inspectors by civil-service examination for general immigrant inspectors be continued.
3. That the present examination be changed in scope as follows:
  - a. That all papers now required be omitted except "practical questions."
  - b. That greater credit—larger proportion of examination—be given for practical experience in handling the public.
  - c. That new examination in report writing be given to include a practical test in condensation—material to relate to immigration, formulation of a report on a given statement of fact, letter writing.
  - d. That the examination include a test on Canadian immigration laws.
  - e. That it include a test of knowledge of our National Government, particularly of those departments that are related to the work of immigration—Treasury Department, Congress, the judicial system, Department of State.
  - f. That, if possible, an oral examination be included.
  - g. That the examination include somewhere questions on the relation of immigration and emigration to a national policy, on immigration as an internal policy, and a general history of immigration.
4. That the examination have specific reference in its questions to immigration work and not be mere general tests.
5. That Chinese inspectors be selected from the more experienced immigrant inspectors who show an inclination and ability in the special requirements of this end of the service.
6. That the probationary period of an immigrant inspector be one year.

**Chinese interpreters.**

1. That in the selection of interpreters the present examination be continued, except that in testing ability to translate or interpret actual cases be taken in course of routine work rather than the present moot examination.
2. That in securing candidates for positions as interpreters the Immigration Service should look to the large number of Chinese students in our universities, particularly those who are here at the expense of the United States Government (the Boxer indemnity money.)
3. That the position of Chinese interpreter be graded into two grades at least, as follows:
  - a. Those who can interpret the spoken Chinese of one or more dialects.
  - b. Those who can, in addition, read the written language.
4. That the salary program outlined for inspectors be adapted to the interpreters.
5. That a conference be arranged by the various departments of Government who use interpreters of Chinese to work out some plan of securing honest, capable interpreters—perhaps in cooperation with the universities.



## A staff organization at Washington.

1. That there be established at Washington a staff organization including at least—
  - a. Another Assistant Secretary of Labor to handle Chinese appeal cases, etc.
  - b. A central law organization providing for the continuous study of the legal aspects of immigration.
  - c. A central Chinese smuggling bureau reinforcing district administration in its attempt to deal with smuggling gangs and other organized smuggling.
  - d. A central agency of training and inspection, providing for the continuous supervision and training of the men in the service.
  - e. A central clearing house of information and records.
2. That it be specifically made a function of the division of supervision and training to keep district officers informed as to—
  - a. Significant court decisions in all districts.
  - b. Significant discoveries of district offices, e. g., the Japanese (Korean) passport case.
  - c. Effective methods of handling particular situations, e. g., of commissioner who refuses to give full credence to preliminary hearings before immigrant inspectors by bringing contraband Chinamen immediately before commissioner.
  - d. Chinese refused papers in any place.
3. That this organization should keep field officers informed as to forward steps and other significant developments.

## Salary plan.

1. That the service be regarded for salary purposes as a unit rather than as 23 individual units.
2. That the administrative officers work out a detailed plan of graded salary increases.
3. That there be an annual increase in salary of a definite amount for a definite number of years of service upon certification of meritorious service during the preceding year. On the basis of an initial salary of \$1,380, it seems to us there ought to be an annual increase of at least \$36 per year for 15 years, making a maximum salary of \$1,920. The specific amounts named are offered as suggestions.
4. That positions in the service ought to be graded and correspondingly higher initial salaries provided for the higher grades. The system of annual increases, perhaps of the same amount, ought to be provided here. A larger increase for a less number of years might be advisable. It should be provided in this connection that a man promoted from a lower to a higher position, if he is receiving a higher salary than the initial salary of the higher position, should receive the next higher salary to the salary he is receiving in the lower position. A person standing in a little house watching those who come across an international bridge in Suspension Falls, another doing primary inspection work on board of inquiry work at Ellis Island, another working "under cover" among the thugs of Buffalo and being beaten into insensibility, another doing train inspection work, would receive no pay because of difference of duties. It is submitted that some recognition of this difference in duties ought to find expression in the salary schedule.
5. Superior service should be rewarded both by formal commendation and by salary increases. Two provisions might be included:
  - a. The reward for a single brilliant piece of work, such as working under cover with smugglers, risking one's life, and landing the gang in jail.
  - b. The provision of a higher annual increase for men giving continuous superior service.

**Redistricting.**

1. That there be a redistricting of the United States for immigration purposes with more regard to geographical facts and to the efficiency of the service.
2. That district offices take a periodic census in cooperation with the State or National census, or both, or, if necessary, independent of each. (This would help local offices to really see their problems. It would acquaint them with their constituency.)
3. That this census be kept up to date and supplemented by cooperation with municipal and State boards of health and bureaus of vital statistics by recording currently (a) Chinese births, (b) Chinese deaths, and (c) Chinese marriages.
4. That this census be kept up to date and supplemented by making part of the record all the examinations of Chinese in connection with routine and other investigations. A system of cross reference cards should be on file in Washington. It should be kept up to date and supplemented by listing removals and advising as far as possible the district to which the Chinaman moved.
5. That the force should be increased and the whole group of inspectors be organized for regular field work. This should take the place of any system of national arrest crews.
6. That the system of rewards of conductors, trainmen, and policemen who supply information leading to arrests of contraband Chinese or smugglers, which seems not in abeyance, be revived and be provided for in an emergency fund for each district. (Approval of Washington, perhaps, should be required in each case.)
7. That a business and occupation census of each district accompany the census of persons.
8. That the force of immigrant inspectors assigned to Chinese work be increased.
9. That the equipment to be used in the work of administering the Chinese exclusion law be adequate to cope with the smugglers.

**ADDITIONAL RECOMMENDATIONS OF COMMISSIONERS WALSH  
LENNON, O'CONNELL, AND GARRETSON.**

Supplementing the recommendations contained in the report of the director of research which, as already stated, received the indorsement of Commissioners Walsh, Lennon, O'Connell, and Garretson, the following recommendations are presented by these commissioners:

1. We find that the limitation of the right of suffrage to men has been a most serious handicap to women in industry in their long and splendid struggle to secure compensation for their labor, humane working conditions, and protective laws.
2. We recommend that private ownership of coal mines be abolished; and that the National and State Governments take over the same, under just terms and conditions, and that all coal lands shall thereafter be leased upon such terms that the mines may be cooperatively conducted by the actual workers therein.
3. All religions, the family life, the physical well-being of the worker, the integrity of the State, and the comfort and happiness of mankind, require that no human being shall be permitted to work more than six days in each week. This commission refused to recognize any claim of so-called business expediency or alleged domestic or public necessity, which ignores this elemental and righteous demand. We therefore suggest that stringent laws be passed by State and Nation making it an offense punishable by fine and imprisonment to permit any person to work more than six days in each week.
4. We recommend that the hours of labor of women engaged in domestic service be limited to eight per day, that no such person be permitted to work over six days in each week, that a minimum wage be fixed for this class of employees which will insure them a comfortable life without being required to live in the homes of persons employing them, where they may be subjected to objectionable or uncomfortable liv-

ing conditions, and that all of the improvements and safeguards recommended for adoption in this report, as applying to women in other lines of industry, shall apply with equal force and effect to women engaged in domestic service.

5. We recommend that private ownership of public utilities be abolished and that the States and municipalities take over the same under just terms and conditions, so that they may be operated by the States or municipalities.<sup>1</sup>

6. We recommend that appropriate legislation be passed by Congress putting an end to the activities of this (Rockefeller) foundation, wherever the Federal law can be made effective, and that the charter granted by the State be revoked, and that if the founders have parted with the title to the money, as they claim they have, and under the law the same would revert to the State, it be taken over and used by the State for the creation and maintenance of public works that will minimize the deplorable evil of unemployment, for the establishment of employment agencies and the distribution of labor, for the creation of sickness and accident funds for workers, and for other legitimate purposes of a social nature, directly beneficial to the laborers who really contributed the funds.<sup>2</sup>

### REPORT OF COMMISSIONERS COMMONS AND HARRIMAN,<sup>3</sup> AND, IN PART, OF COMMISSIONERS WEINSTOCK, BALLARD, AND AISHTON.

With the statement that the greatest cause of industrial unrest is the breakdown in the administration of labor laws and the distrust of our municipal, State, and National Governments on the part of a large portion of our people, the report signed by Commissioners Commons and Harriman, and concurred in with some exceptions by Commissioners Weinstock, Ballard, and Aishton, proceeds to recommend the creation of a Federal fund for social welfare to be maintained by an inheritance tax on large fortunes and administered by a commission on industrial relations aided by an advisory council composed of employers and employees. Specifically the recommendations are:

1. *Industrial Commissions.* State and Federal industrial commissions to be created for the administration of all labor laws. All bureaus or divisions dealing with conditions of labor, including industrial safety and sanitation, workmen's compensation, employment offices, child labor, industrial education, statistics, immigration, and so on, to be placed under the direction of the commission. Each commission to consist of three commissioners to be appointed by the governor or President, as the case may be, with the advice of the advisory representative council (see par. 2). The term of each commissioner to be six years, except that the terms of the commissioners first appointed shall be so arranged that no two shall expire at the same time. The Federal Department of Labor to be retained for educational and political purposes and a similar department might be created in large industrial States, such as New York and Pennsylvania.

2. *Advisory representative council.* An advisory representative council, consisting of the Secretary of Commerce and the Secretary of Labor, and of, say, 10 employers (including farmers) and 10 representatives of labor unions (including women). The representatives on the council to be selected from lists, not including lawyers, sub-

<sup>1</sup> This recommendation is approved also by Commissioner Weinstock.

<sup>2</sup> This particular recommendation did not receive the approval of Commissioner Garretson.

<sup>3</sup> Report, p. 307. Dissented from by Commissioner Walsh. Report, p. 303. Dissenting report concurred in by Commissioners Lennon and O'Connell. Report, p. 289.



mitted by recognized employers' associations in the State or in the Nation, as the case may be; such, for example, as State associations of manufacturers, the National Metal Trades Association, the National Founders' Association, associations of coal operators, of railroad presidents, of brewers, of farmers' organizations, etc. The representatives of employees to be selected from lists submitted by the American Federation of Labor, the railroad brotherhoods, the Women's Trade Union League, and independent organizations. In all cases either the associations entitled to representation should be named in the law or provision should be made whereby the governor or President, upon investigation, shall name organizations which are considered representative by organized employers and organized employees themselves, and permit them to name their representatives. Similar provision in case an organization ceases to exist or to be representative. Any organization entitled to recall its representative on notice. The representative council to be appointed by the governor or the President before the appointment of the commission, and the governor or President to call it together and to consult with it regarding the names proposed to be nominated for commissioners. The industrial commission to invite also a limited number, say 10, of individuals or representatives of organizations including persons especially interested in unorganized labor, and representatives of such organizations as the International Association for Labor Legislation, the National Child Labor Committee, and the Consumers' League, and individual employers and employees, as may be advisable for their assistance, to be members of the advisory council. The council to take no vote on any subject except procedure, and to have no veto on any act of the industrial commission. Nominal compensation or no compensation to members, with necessary expenses. The representative council to effect its own organization and call meetings perhaps quarterly and on call, to keep and publish records of its proceedings. The industrial commission to be required to submit all proposed rules, regulations and publications to the representative council, allowing sufficient time for examination and discussion, and to publish any protest or criticism filed by any member of the council, along with the commission's own publication.

3. *Civil service.* The commission to appoint a secretary, bureau chiefs or chiefs of divisions, and such other employees as may be necessary, all of them to be under civil-service rules. Provision to be made for the advisory representative council or a committee named by it, representing both employers and employees, to assist the civil-service commission in conducting examinations, except for clerical positions, and making it mandatory on the civil-service commission to appoint these representatives on its examining boards. Members of advisory council while serving on such boards to receive extra compensation. If there is no civil-service commission in the State, then the advisory council shall cooperate with the industrial commission in the examinations. The commission afterwards to make its appointments from the eligible list of those who pass the examinations. A graded system of salaries and promotions to be adopted, by which the members of the staff may rise to the position of heads of bureaus or divisions, where they would receive salaries equivalent, if necessary, to those received by the commissioners. Any proposed removal of subordinates to be brought before the advisory council before action.

4. *Investigations.* The industrial commission to make and publish investigations and recommendations on all subjects whose administration is intrusted to them. Investigations and recommendations on other subjects to be made only on the request of the legislature, Congress, or the court. (Pars. 12, 13.) Since it is provided (par. 14) that the Federal and State commissions shall cooperate in the mediation of labor disputes, the Federal commission should be the agency to which the States should look for continuous investigations and publications, for the entire country, of wages, hours of labor, cost of living, joint trade agreements and all subjects involved in labor disputes, but the names of establishments or individuals should be kept confidential. It should publish, at least annually, a report on all strikes, lockouts,

boycotts, blacklists that have terminated during the year, but should not make such investigations during an industrial dispute unless consented to by both parties in the manner elsewhere provided. (Par. 14.) In making such reports it should give all material facts, including demands, negotiations, picketing, strike-breakers, conciliation, the acts of State or Federal authorities, as well as joint agreements reached with or without cessation of business. In preparing these reports the commission should not call upon any mediator, but should, if necessary, use its powers of compulsory testimony.

In order to assist State minimum-wage commissions in the most difficult part of their work the Federal commission should also investigate and report upon interstate competition and the effect of minimum-wage laws. Such investigations are of assistance also in determining other questions. State commissions should make reports on safety, compensation for accidents, minimum-wage investigations, employment offices, child labor, etc.

No publication of any investigations to be made or any rules (par. 5) to be issued without previously submitting them to all members of the representative advisory council, with opportunity for criticism, the latter to be published by the commission with its own report. All forms, schedules, and instructions for investigators likewise to be submitted to the advisory council.

5. *Rules and regulations.* The commission to make rules and regulations for carrying into effect the provisions of the labor laws which it enforces. This may be done by providing, in the industrial commission law or otherwise, for certain brief standards as may be determined by the legislature, for example, that all places of employment shall be safe and sanitary as the nature of the industry will reasonably permit; that no person shall be allowed to work for such hours of labor or at such times as are dangerous to his or her life, health, safety, or welfare; that employment offices shall give correct information, shall not split fees, and so on. Or, less preferably, the existing labor laws may be retained or new ones enacted in minute detail, and the industrial commission may be given power merely to make such additional rules and regulations or variations from the laws as are necessary to give them full effect. Rules to be submitted to the advisory council before issuing.

6. *Review by commission.* Any person interested to be entitled to petition the commission for a hearing on the legality or reasonableness of any rule or regulation, or any order directing compliance with any provisions of law or other rule or regulation or for a special order applicable to a single establishment. The commission may change its rule or regulation before final decision by a court on its legality.

7. *Court review.* Any person in interest to be entitled to bring a special action in court to test the legality and reasonableness of any provision of the labor laws, of any rules and regulations made thereunder, or of any order directing compliance therewith. (It is probably advisable, in the case of State commissions, to limit the jurisdiction of such cases to a court sitting at the State capitol.) Actions involving rules and regulations and orders not to be brought until final determination of the petitions for review (par. 6) by the commission. Provision also to be made for suspending prosecutions pending determination of petitions or actions for review in court. Matters of fact which had not been before the commission to be referred back to the commission and opportunity given for the commission to change its rules or regulations before final decision by the court. Rules and regulations of the commission to be made *prima facie* reasonable in all court proceedings.

8. *Testimony.* The commission to have the incidental powers such as those of subpoenaing and examining witnesses and administering oaths, and so on, necessary for the full performance of duties imposed upon it. Those powers, however, to be strictly limited to those branches in which the commission, on the basis of experience or the constitutional rules regarding evidence, finds them indispensable. In all other work the commission to have no powers of compulsory examination, and so on.



9. *Continuous industry, employment, and insurance.* In all industries or occupations operating continuously day and night and seven days a week the legislatures or Congress should enact laws requiring three shifts of eight hours each and one day of rest in seven, or their equivalent, administered under rules of an industrial commission laid down for each industry or establishment as may be required.

10. *Police and military.* That such detective agencies as may operate in more than one State, or be employed by industrial corporations engaged in interstate commerce, or which may use the mails, shall be compelled to take out a Federal license, under the industrial commission, with regulations that will insure the character of their employees and the limitation of their activities to the bona fide business of detecting crime. Similar license and regulation for all private employment offices engaged in interstate business.

That all enterprises shall be forbidden the right to employ private armed guards, except as watchmen on the premises, or to have such watchmen deputized as police, except where such is found necessary by the State or Federal industrial commission. That rules adapted to the differences required by various industries should be made by the industrial commission, in order to carry these laws into effect.

That such enterprises shall exercise their right to call upon the constituted authorities to furnish them with the necessary protection to their property, and to the lives of their workers, against the threatened attack of rioters or strikers; and that it shall be incumbent upon the constituted authorities to furnish such protection in the way of police or deputy sheriffs, and that a failure on their part to do this shall lay the political subdivision in which such damage to life or property may take place liable to damages. That all individuals denied of their constitutional rights of habeas corpus, free access to public highways, free speech, etc., shall have similar power of action in damages against the political division in which such denial takes place. That all highways now claimed as private property shall be made public.

That the militia of the several States being subject to regulation by Congress, carefully drawn rules for their personal organization and conduct in the field shall be drawn up by the War Department after conference with the industrial commission and advisory council, and that all parties arrested by the militia during the time of troubles shall be turned over for trial to the civil authorities. Similar rules should be drawn up by State authorities with the cooperation of the State industrial commission and its advisory council for the regulation of the State constabulary. The War Department with the aid of the industrial commission and advisory council should investigate and recommend legislation regarding the shipment of arms and guards in interstate commerce.

11. *Legal aid.* State commissions (and perhaps the Federal commission) should render aid and assistance to deserving workmen in the adjustment of disputes other than collective disputes, and the recovery of claims arising out of their relations with their employers, and generally take such action as may be necessary for the protection of employees from fraud, extortion, exploitation, and other improper practices. For this purpose the commission to be authorized to assign members of its staff to appear in justice and other courts which adjudicate such claims, and to create local advisory committees of employers and employees to pass upon all such claims in cooperation with the deputy of the commission and in advance of court procedure.

12. *Legislation.* The industrial commission, upon request of the legislature or Congress, or the committee on relations between capital and labor, to investigate a subject and draft bills. The commission to make recommendations regarding legislation affecting subjects under its jurisdiction.

13. *Supreme courts.* At the request of the Supreme Court (State or Federal) the industrial commission shall investigate and report upon any questions of fact referred to it by the court and bearing upon the constitutionality or reasonableness of any Federal or State statute or administrative rule on the relations of employer and



employee. Amendment of the judicature act so as to permit a State to appeal from its own supreme court to the Federal Supreme Court on a decision against a State based on conflict with the Federal Constitution.

14. *Mediation and minimum wage.*<sup>1</sup> The industrial commission (State or Federal) shall appoint, remove, and fix the compensation of a chief mediator of industrial disputes. The chief mediator to hold his position until removed by the industrial commission, and to appoint such assistants as may be needed, and to fix their compensation with the approval of the industrial commission. He should appoint temporary mediators for special cases, without requiring them to give up their private business or offices.

The chief mediator and all assistant mediators to be selected from an eligible list prepared by the Civil Service Commission on a nonassembled examination, with the assistance of the industrial commission and the advisory council.

The chief mediator and his staff to have no powers whatever of compulsory testimony and to be prohibited from arbitrating any dispute, from making any public recommendation, or from revealing in any way, directly or indirectly, any information which they may have secured from any parties relative to an industrial dispute. Any violation to be sufficient ground for immediate removal by the industrial commission. The powers of mediators to be those solely of voluntary mediation or conciliation, but the chief mediator shall offer his services in confidence to both sides of a dispute which, in his judgment, is of public importance.

The chief mediator and his staff to be wholly independent of the industrial commission, except as to appointment and removal, to the extent that they be prohibited from reporting any facts or recommendations whatever to the industrial commission or any other authority, relative to the merits of any industrial dispute.

In case the mediator is unable to secure an agreement through conciliation, he shall recommend arbitration to both parties, and if both consent to abide by the decision of arbitrators he shall proceed to assist them in selecting a board of arbitration in any way, and consisting of any number of members, that both sides may agree upon. If agreement is not reached within a specified time on the third party to the board of mediation, the chief mediator shall appoint the same.

In case both parties do not consent to arbitration the mediator shall recommend the appointment of a board of mediation and investigation, which shall have power to make public its findings and recommendations, but such recommendations shall not be binding on any person. If both parties shall consent to such a board the mediator shall assist them in creating the same, and shall appoint the third member if the parties can not agree on the same within a specified number of days.

In case both parties accept either a board of arbitration or a board of mediation and investigation, such board, as the case may be, shall have power of compelling testimony. The Newlands Act and the Department of Labor Act should be so amended that all mediation and conciliation, whether on railways or in other industries, shall be consolidated under the mediator of the Federal industrial commission. The Federal commission should cooperate with State mediators.

In case of women and children, minimum-wage boards should be created by the State industrial commissions.

15. *Trade disputes.* Congress and the State legislatures to enact laws similar to the British Trades Disputes Act of 1906,<sup>2</sup> relieving employers' associations and labor unions, as well as their members, officers, or agents, when acting in their behalf, of criminal suits, damage suits, and injunctions on account solely of combination or conspiracy connected with a labor dispute, when the act would be lawful if done by one person. Such laws would permit the use by either side without legal penalty of its

<sup>1</sup> This recommendation is intended to provide for strictly voluntary methods of mediation and conciliation. Commissioners Weinstock, Ballard, and Aishton, who signed this report, dissent from this provision, believing that there are times when compulsion in labor disputes is thoroughly justified. See Report, pp. 409, 410.

<sup>2</sup> For text of this act see Bulletin No. 74 of the U. S. Bureau of Labor Statistics, p. 168.

weapons of closed union shop and closed nonunion shop, of strike and lockout, boycott<sup>1</sup> and blacklist, peaceful picketing and strike breaking, peaceful inducement to break a contract to work or to break off allegiance with a union, in pursuance of an effort to win a labor dispute. The law would not prevent prosecutions for conspiracy where the act if done by one person would be a crime.

16. *Foundations.* Any proposed legislation on this subject should be preceded by a complete investigation of all foundations and endowments, else the law would have effects not contemplated by the legislature or Congress. Such an investigation would include all endowed charities, endowments of religious organizations and universities and colleges. The investigation should be complete, covering all aspects of the question, and bringing out both the advantages and the disadvantages of such foundations and endowments.

17. *Subsidies.* The Federal commission to have charge of all subsidies granted to the States for the promotion of industrial education, safety, employment offices, and other matters, as Congress may determine. The commission to meet the expenses of State officials when called together for conferences on standards of uniformity. Subsidies to be granted on condition that the standards are maintained.

18. *Federal fund for social welfare.* A Federal inheritance tax on all estates above \$25,000, beginning at 1 per cent on the excess above \$25,000 and rising to 15 per cent on the excess above \$1,000,000 for the class of direct heirs, such as wife, children, and parents. Higher rates for more remote relatives and strangers. The Federal inheritance tax to be a supertax, added upon the existing rates assessed by the States. Provision, however, to be made, that any State which repeals all inheritance-tax laws, or refrains from enacting them, shall receive from the Federal Government, say 50 cents per capita of its population per year. The administration and collection of this tax to be placed in charge of present assessors and collectors of income taxes, who already collect income taxes on estates in the hands of executors. Revenues derived from inheritance taxes to be placed in trust with the Federal Reserve Board for investment in securities approved by Congress. The fund to be known as "Federal Fund for Social Welfare." Expenditures of income derived from such securities to be made under the direction of the Federal Industrial Commission for such purposes of industrial and social welfare as Congress may authorize. Should the income from investments not be adequate to meet the authorized expenditures, further investments to be withheld and the principal to be expended. Revenues derived from activities of the commission, such as head tax on immigrants, etc., to belong to the fund. Also unexpended balance to be held in the fund for disposition by Congress.

19. *Immigration.*<sup>2</sup> We are convinced that very substantial restrictions on immigration, in addition to the present restrictions, should be adopted, and that comprehensive measures should be taken to teach the English language and otherwise "Americanize" the immigrants. \* \* \* Since immigration is one of the principal issues between capital and labor, its administration should be turned over to the proposed Federal industrial commission, where capital and labor will have an equal voice. This would place all administrative positions in the service, up to and including the commissioner general, under the civil-service rules proposed in paragraph 3.

20. *Farmers and farm laborers.*<sup>3</sup> We recommend to Congress and the various States that steps shall be taken to lighten the burdens of the small farmer, and make it more possible to encourage the tenant, farm laborer, and city dweller, to become land proprietors.

<sup>1</sup> In discussing this recommendation the report favors the legalization of the secondary boycott. Commissioners Weinstock, Ballard, and Aishton, who signed this report, dissent from this provision. Report, p. 407.

<sup>2</sup> Dissented from by Commissioner Weinstock, who says, "I am of the opinion that we have abundant immigration laws already on our statute books which if enforced will keep out of the country unfit immigrants." Report, p. 404.

<sup>3</sup> Based upon the increasing amount of absentee landlordism and farm tenancy revealed by the investigation. See discussions, Report, pp. 14-16, 127-131, 399.



We recommend that Congress and the various States pass rural credit acts that will give to the small American farmer the same privileges and benefits that for so long a time have been enjoyed by the small farmers in Germany and other European countries, which, following Germany, have adopted rural credit systems. We recommend serious consideration to adapting the Irish land bill and the Australian system of State colonization to our American conditions. \* \* \* We believe it not only desirable but practicable for the Federal Government, through its Department of Agriculture, to secure large bodies of land at appraised actual values, that have been thoroughly tested by experts for their quality, issuing bonds for the payment for same, if need be, and to cut them up into small parcels, making the necessary improvements, and selling them to qualified colonists with small first payments, making the balance payable in say 30 years on the amortization plan, the deferred payments bearing only the same rate of interest that the Government itself is called upon to pay, plus a small addition to cover the cost of Government administration. We believe, in this way, the most effective check can be created on the one hand to minimize farm tenancy, and on the other hand to make it possible for the farm laborer and the farm tenant to become land proprietors. We believe that this, if carried out wisely and intelligently, will have a large share in minimizing industrial unrest and in adding to the wealth of the Nation, both materially and in the quality of its citizenship.

21. *Corporation control.* We are not in favor of public ownership as solely a matter of improving labor conditions, and before such can be recommended there should be a more complete investigation and regulation and a clearing up of the values that will be paid and the administrative control that will follow. More immediate and necessary is a series of laws that will take the control of politics out of the hands of corporations and place it in the hands of the people. Several of our previous recommendations are intended to accomplish this purpose in so far as labor and capital are concerned, but we should add effective corrupt practices acts, designed to protect the secret ballot, to limit the amount of money and number of paid electioneers in elections, to prevent intimidation, and so on, as far as elections are menaced by political machines and wealth. Direct primaries for the nomination of candidates protected by corrupt practices acts. Constitutional and legislative initiative for State and Federal Governments. \* \* \* The recall of elected officials, including executives and judges of the lower courts, but not judges of the supreme courts or members of the legislature. Proportional representation, as adopted in Belgium, South Africa, Australia, and the Irish Parliament, by which all parties or factions would be able to elect their own representative in the legislatures or Congress in proportion to their numbers and without making deals with other parties.

## REPORT OF COMMISSIONERS WEINSTOCK, BALLARD, AND AISHTON.

This report dissents from two recommendations contained in the report of Commissioners Commons and Harriman, to which reference has been made in footnotes. Additional causes for industrial unrest are presented, and the report concludes with some discussion of certain prime objections that employers have to recognizing and dealing with organized labor. These objections are based on the fear of (1) sympathetic strikes, (2) jurisdictional disputes, (3) labor-union politics, (4) contract breaking, (5) restriction of output, (6) prohibition of the use of nonunion-made tools and materials, (7) closed shop, (8) contests for supremacy between rival unions, (9) acts of violence against nonunion workers and the properties of employers, and (10) apprenticeship rules.



## STATISTICS OF WAGES OF RAILWAY EMPLOYEES IN THE UNITED STATES.

The annual reports of the Interstate Commerce Commission on statistics of railways have each year for some time past called attention to the inadequacy of the statements in its annual reports pertaining to average daily compensation of railway employees. It is noted, for instance, that the extent to which overtime work, paid for at rates higher than the customary rates, affects the daily average compensation as reported is not clearly brought out by the returns submitted by carriers. The problem has been to find some practicable method of converting compensation paid into terms of a daily wage. Furthermore, the general belief has been that the classes of occupational groups of railway employees as shown in the statistical reports of the commission were not sufficiently detailed to be of value for those purposes for which wage statistics are generally employed. Thus the reports of the carriers do not show wages separately for the large body of employees in passenger and freight service. To remedy these and other defects to which attention was called in its existing schedules the commission recently revised the form of report which carriers are required to make concerning the number and compensation of their employees. A new form of report and rules governing the classification of steam railway employees was drafted early in 1914, and was made effective by order of the commission on July 1, 1915.<sup>1</sup> Its next report on the statistics of railways in the United States for the fiscal year ending June 30, 1915, will contain the first report of the carriers under this new schedule.

The classification of employees as adopted was drafted in a preliminary way by a committee of the carriers after a conference of railway accountants, the railroad brotherhoods, and other labor organizations, the statisticians of the commission, and of the Department of Labor, and was then revised and slightly changed to meet the requirements of the commission.

The new schedule makes some important changes over the former one in use in four principal respects: (1) The number of occupations or occupational groups is increased from 18 to 68; (2) the number of hours instead of the number of days worked by each class of employees during the year is to be reported; (3) the number of employees is to be determined quarterly instead of annually as of June 30 as formerly; (4) certain more important groups of employees are classified according to the branch of traffic (passenger or freight) in which they are engaged.

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<sup>1</sup> Interstate Commerce Commission. Rules governing the classification of steam railway employees and their compensation. Effective on July 1, 1915. Washington, 1915. 13 pp.

The number of employees is to be reported as of the middle of each of the months of July, October, January, and April. The 16th day of the month is considered the middle of the month, but should this date fall on Sunday, the last preceding business day is adopted. An employee is defined to include every person subject to the continuing authority of the carrier to supervise and direct the manner of rendition of his service. Every employee in service on the day specified, even though for only a part of a day, is to be included in the count. Employees temporarily absent from duty but not suspended for service are to be included in the count if receiving any pay, while if absent with leave but receiving no pay, they are to be excluded from the count. Employees suspended from service and pensioners rendering no service are to be excluded. Employees are to be classified in accordance with their most important duty. The average number of employees is to be derived from the numbers determined by the quarterly counts.

The actual number of hours on duty during the year is to be ascertained and recorded for every class of employees required to be on duty at regular times and not released from duty; time allowed for meals, half holidays, or absence of other kind is to be excluded, while time actually spent in work or while subject to orders and not released from duty must be included, and the requirement applies to engine-men and trainmen paid on the basis of trips, miles run, etc., and shop employees paid piece rates, as well as to employees paid on the basis of hourly, daily, weekly, or other time rates. Special rules are drafted for the proper inclusion and reporting of joint employees, i. e., employees of two or more carriers.

Among the new subdivisions of the classification of employees is that making distinction between "general officers" and "division officers" on the basis of the amount of annual compensation. A similar distinction is made for clerks, the first subclass including all paid at the rate of \$900 per annum or upward and the second subclass those below that limit. Those whose time of employment continues to be reported by the day instead of by the hour are general and division officers, messengers, and attendants, assistant engineers and draftsmen, general foremen in the maintenance and equipment departments, traveling agents and solicitors, station agents who do not perform telegraphic service, yardmasters, station masters and assistants, and policemen and watchmen.

Those employees whose services are classified according as they are rendered for the freight or passenger department are engineers and motor-men, firemen and helpers, conductors, brakemen and flagmen, and baggagemen.

For enginemen and trainmen paid on mileage basis there is to be reported the number of hours on duty, the number of miles actually run, and the total compensation.

In this classification of employees naturally those occupations which are particularly peculiar to the transportation service are clearly delimited, as are also some of the more skilled occupations such as those of machinists, boiler makers, blacksmiths, masons and bricklayers, structural-iron workers, carpenters, painters and upholsterers, and electricians, which may be found among other industry groups and which are not specially peculiar to transportation.

In class 24, "other skilled laborers," are included journeymen mechanics and other skilled employees in the maintenance of way and structures, maintenance of equipment, and construction departments such as steel-car builders, truck builders, molders, coremakers, tinner, tank builders, tender repairmen, flue welders and caulkers, plasterers, sealers, coppersmiths, machine hands (wood and metal), staybolt inspectors, sheet-iron workers, crane engineers, derrick engineers, plumbers, pipe fitters, casting inspectors, millwrights, tool inspectors, wreck masters, and inspectors of work; also stationary engineers, engine inspectors, and other skilled employees not provided for elsewhere.

In group 27, "other unskilled laborers," are included (if not elsewhere reported) unskilled employees in the maintenance of way and structures and the maintenance of equipment departments, such as laborers at shops, storehouse attendants, elevator and crane operators, hammer men, teamsters and drivers, cupola men, melters, wheel breakers, pumpers, car cleaners, oilers, car washers and scrubbers, car spongers, grinders, supply-car conductors, laborers, firemen, stokers, etc., of steam shovels, dredge ditchers, and hoisting or other stationary engines.

Under group 41, "station-service employees," are included weighmasters and weighmen, warehousemen, freight truckers, freight checkers, freight callers, freight tallymen, carders, sealers, station helpers, freight handlers, freight-house foremen, coopers, mail carriers, mechanics, operators of coal and ore docks, telpherage or crane operators, stevedores, longshoremen, station porters, janitors, matrons and ushers, train callers and gatemen, baggage-room attendants, parcel-room attendants, station lamp men, and all other station-service employees, except those provided for in other classes.

In the miscellaneous catch-all group, "all other employees," are included dining-car employees, sleeping-car employees, restaurant employees, cab-service employees, etc.

As it would make this article too extended it is not possible to indicate completely the nature of the duties of the employees included



in the different groups of the schedule, and therefore only a list of the occupations adopted under the new schedule of the commission is here given:

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| 1. General officers, \$3,000 per annum and upward.                         | 33. Train dispatchers and directors.                        |
| 2. General officers, below \$3,000 per annum.                              | 34. Telegraphers, telephoners, and block operators.         |
| 3. Division officers, \$3,000 per annum and upward.                        | 35. Telegraphers and telephoners handling interlockers.     |
| 4. Division officers, below \$3,000 per annum.                             | 36. Levermen (nontelegraphers).                             |
| 5. Clerks, \$900 per annum (except No. 37).                                | 37. Telegrapher clerks.                                     |
| 6. Clerks, below \$900 per annum (except No. 37).                          | 38. Agent telegraphers.                                     |
| 7. Messengers and attendants.  | 39. Station agents (nontelegraphers).                       |
| 8. Assistant engineers and draftsmen.                                      | 40. Station masters and assistants.                         |
| 9. Maintenance of ways and structures' foremen (excluding Nos. 10 and 28). | 41. Station service (except Nos. 5, 6, 37, 38, 39, and 40). |
| 10. Section foremen.   | 42. Yardmasters.  |
| 11. General foremen, maintenance and equipment department.                 | 43. Yardmasters' assistants (not yard clerks).              |
| 12. Gang and other foremen, maintenance and equipment department.          | 44. Yard engineers and motor-men.                           |
| 13. Machinists.  | 45. Yard firemen and helpers.                               |
| 14. Boiler makers.   | 46. Yard conductors or foremen.                             |
| 15. Blacksmiths.   | 47. Yard brakemen, switchmen, or helpers.                   |
| 16. Masons and bricklayers.  | 48. Yard switch tenders.                                    |
| 17. Structural-iron workers.   | 49. Other yard employees.                                   |
| 18. Carpenters.  | 50. Hostlers.   |
| 19. Painters and upholsterers.   | 51. Engine-house watchmen and laborers.                     |
| 20. Electricians.  | 52. Road freight engineers and motor-men.                   |
| 21. Air-brake men.   | 53. Road freight firemen and helpers.                       |
| 22. Car inspectors.  | 54. Road freight conductors.                                |
| 23. Car repairers.   | 55. Road freight brakemen and flagmen.                      |
| 24. Other skilled labor.   | 56. Road passenger engineers and motor-men.                 |
| 25. Mechanics' helpers and apprentices.                                    | 57. Road passenger firemen and helpers.                     |
| 26. Section men.   | 58. Road passenger conductors.                              |
| 27. Other unskilled labor.   | 59. Road passenger baggagemen.                              |
| 28. Foremen of construction gangs and work trains.                         | 60. Road passenger brakemen and flagmen.                    |
| 29. Other men in construction gangs and work trains.                       | 61. Other road trainmen.                                    |
| 30. Traveling agents and solicitors.                                       | 62. Crossing flagmen and gatemen.                           |
| 31. Employees in outside agencies.   | 63. Drawbridge operators.                                   |
| 32. Other traffic employees.   | 64. Floating-equipment employees.                           |
|  | 65. Express-service employees.                              |
|  | 66. Policemen and watchmen.                                 |
|  | 67. All other transportation employees.                     |
|  | 68. All other employees.                                    |

## INDUSTRIAL ARBITRATION IN NORWAY.

There is to be noted as of special interest the recent enactment, August 6, 1915, of an arbitration law in Norway, which recognizes the principal of compulsory investigation and enforced delay in striking, which forms the essential feature of the Canadian industrial disputes act of 1907. As originally drafted the Norwegian law was a pure compulsory arbitration law, but opposition against it from the time of its proposal in 1910 compelled the omission of that particular feature of the act. The summary of the law which here follows has been taken from the *Sociala Meddelanden* (1915, No. 8) of the Swedish labor office, as no copy of the act is as yet available in this country.

For its purposes the law provides for the registration of trade-unions and employers' associations and the legal recognition of the collective agreement; conciliation is a prominent feature of the act. In order to incorporate, a trade-union must have at least 25 members.

Collective agreements are required to be in writing and remain effective for three years unless otherwise provided; and three months' notice is required before their lawful termination. It is specifically provided that an individual contract of hire can not waive the provisions of the collective agreement.

Resort may not be had to a strike for determining the application or intent of a collective agreement, nor may it be resorted to under any circumstances unless conciliation proceedings be first attempted; and as long as the right to strike is in abeyance, it is not lawful to make changes in the conditions of work or wages of the employees, a provision inserted to prevent a so-called masked lockout.

The labor court established under the act is the only tribunal before which the questions rising from an unlawful strike may be tried; but the parties themselves are left free to settle their disputes out of court by voluntary arbitration. The organization as such, and not an individual representative of it, is alone recognized before the court.

The court has its seat at Christiania and consists of a chairman and four associates, appointed by the Crown, for a period of three years. For the associates two alternates, or substitutes, are appointed. The chairman is appointed for each special case requiring the services of the court. The members of the court must be at least 30 years of age and be citizens of the country; the chairman must in addition have the qualifications of a judge of the supreme court. Associates are nominated two from the members of the trade-union and two by the employers' associations; but the right to nominate such candidates belongs only to an organization consisting of at least 10,000 workmen, or to one to which belong at least 100 employers who employ altogether at least 10,000 workmen. The members of

the directing board, or similar body of the labor organization or of the employers' association, may not be nominated as associates on the bench.

Appeals from the court lie to the supreme court generally only on questions of law and of the jurisdiction of the court; on other matters no appeal may be taken.

As conciliation is provided for in the law, the country is divided into so-called conciliation districts, at the head of each of which is appointed a conciliation board consisting of a resident district chairman and of a number of associates, two of whom are appointed on the occasion of any dispute. The principal of recognizing the two parties to a dispute in the membership of the board is observed. At the head of the mediation service of the state is a national conciliator who is the representative head of the district boards and may act on the occasion of disputes which involve the entire country, or in such disputes as may be referred to him. Any district conciliator may likewise act in disputes outside of his district, if invited to do so by either of the parties to a dispute. This feature of the law would seem to lend some degree of adaptability to it and to recognize the very large personal element which enters into the settlement of disputes by mediation. The mediation proceedings may be had either before the whole board, or the individual conciliator, and are held in secret. Professional advocates or solicitors are not permitted to appear in the proceedings without the consent of the conciliators. The result of the proceedings are to be cast in the form of a collective agreement, signed by the parties thereto, and enforced as any other agreement.

It is obligatory to report every actual or threatened cessation of work to the conciliators. Neither a strike nor a lockout may be engaged in before at least four days have passed after notice of its threatened occurrence has been made to a conciliator; and if the conciliator is of the opinion that the cessation of work will be a detriment to the public interest, he may forbid its occurrence pending conciliation. Ten days are allowed for mediation proceedings, after which it may become lawful to strike under certain conditions if no agreement is reached. The conciliator may ask for new mediation proceedings within at least a month after the termination of the preceding ones, provided the dispute in question has not been settled before that time.

Fines ranging from 5 crowns (\$1.34) up to as high as 25,000 crowns (\$6,700) may be assessed against an employer or workman who take part in or assists in an unlawful labor dispute; these penalties apply also to a member of the directing board or officer of the employers' association, or of the trade-union who lends support to any such unlawful dispute, or who may collect and pay out contribution for the support of such act. Breaches of the act of this character are



tried before the ordinary tribunals of the land, and the organization responsible for the breach becomes liable for the penalty, unless it may be shown that the organization itself was opposed to the act constituting the breach of the law.

The use of the process of the court and that of the conciliation board is as a rule free of cost, although the court may in certain special instances levy equally on both parties the cost of the procedure.

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### COMPULSORY CARTEL OR MONOPOLY IN THE GERMAN COAL MINING INDUSTRY.

It has been the policy of the German Government to sanction, or at least to permit, the free development of combinations among manufacturers and industrial owners. The development of selling organizations among German coal miners took place as early as 1877, and more particularly in the Rhenish-Westphalian coal industry, such a cartel, or combination, was organized in 1893. These cartels, it may be noted, are incorporated companies and act as the selling agents of the producing mine owners. Besides acting as selling agents, the syndicates have the power of regulating output and fixing prices. The amount of stock of such a syndicate is usually nominal and the expenses of its operation are not taken out of its business, but are usually supplied by assessments upon the mine owners who constitute its membership.

The present agreement in the coal industry, based on the voluntary consent of the mine owners, will expire December 31, 1915, although under it they may sell competitively after October 1. If no disagreements had occurred between the mine owners forming the syndicate, it is very probable that a new one would have been organized in the course of the early part of this year. But as a disagreement had arisen between the mine owners constituting the syndicate with no probability for the formation of a new one, the German Government determined on July 12 of this year to compel by legal enactment the formation, or rather the renewal of the existing syndicate in the coal industry. The Government, in determining to take this step, is said to have had regard to the effect which a disorganization of prices of coal would have had upon the industry as a whole in the matter of securing continuity of output and in maintaining a uniform level of wages and continuity of employment, as well as regard to the effect upon the consumer.

The action of the Government in compelling the mine owners to organize a new syndicate was taken upon the authorization of the law of August 4, 1915, which gave the Federal council of the Empire power to enact such economic measures as it might deem necessary to meet the crisis of the war. The action of the Government, how-

ever, seems now to have been forestalled by the mine owners, who, according to recent reports,<sup>1</sup> came to an agreement in September of this year and formed a selling syndicate for the Rhenish-Westphalian coal district, having renewed their agreement until March 31, 1917. This is, however, only a temporary, or as they prefer to call it, a transitional syndicate (*Übergangssyndikat*), the period of its duration being considerably shorter than that of the existing agreement; nor is the membership of this new syndicate quite identical with that of the former one. Furthermore, the character of its organization is very considerably modified by the provisions of the decree of the Federal council, just mentioned, regarding a compulsory syndicate. Thus, under the decree, the new syndicate must include a sufficient number of operators to control at least 97 per cent of the entire coal output of the district, and in order to represent that proportion within its organization, the new syndicate was forced to include the State-owned mine; and to gain the membership of the State-owned mine, it was obliged to give more consideration to the wishes of the directors of these than it had given formerly. Moreover, under the decree the new syndicate is subject to the supervisory authority of the higher State officials, in order that the public interests may be properly safeguarded. The Prussian minister of commerce has the right of final decision in determining prices for the sale of the coal of the syndicate whenever a minority of at least 30 per cent of the voting members of the syndicate demand a reduction of the prices fixed. A Government official is also placed upon its directing board. In other words, the new coal syndicate is subject to Government inspection and control both in its management and in the fixing of prices.

The provisions of the Federal decree of July 12, 1915, which were intended to create a compulsory association of coal-mine owners, and to which the voluntary agreement above noted becomes subject, may be examined in detail. The decree covers the whole Empire and provides for the formation of cartels in specified coal-mining districts to regulate the sale and output of the product. The power to form such association is vested in the Central State Authorities who pass upon the by-laws for any proposed associations.

The authority of the State under the new decree extends to passing upon the provisions of its by-laws, which must show, among other things, the name and seat of the association, the time for the beginning of its operations, the time of its general meeting and the subjects which may be discussed at them, the composition, election, term of office, and powers of the board of directors, the form of its resolutions, etc.; the amount of capital stock of the association, the regulation of the sale of its product through the association and the determination

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<sup>1</sup> Soziale Praxis, Berlin, 1915, vol. 24, No. 52 (Sept. 23), p. 1224.



of the prices and conditions of delivery; the form of the financial report and its examination, the supervision of the membership and their establishments, and the determination of fines for contraventions of the by-laws.

The share of the members of the association in the output and sale of the product is determined by the administrative organs of the syndicate, but appeals against the determination may be made to a committee composed of a chairman appointed by the central State authorities and of members, half of whom are to be elected by the general meeting of the association and the other half to be appointed by the central State authorities.

The prices for the sale of the coal product are fixed by the general meeting of the association, but subject to the approval of the central State authorities, who may, in their discretion, reduce them; and proposals for an increase of these prices require the assent of more than 70 per cent of all votes, while, if proposals for the reduction of the determined prices are voted down over a minority of at least 30 per cent of all votes, the central State authorities have the right to determine whether a reduction of prices shall take place.

The authority of the State, furthermore, extends to the right to send a representative to the meetings of the different administrative organs of the association of any district who may participate in the meeting in an advisory capacity. The justness of the objections of this State representative is passed upon by the central State authorities, and the execution of the resolutions to which his objection extend must be extended until such action by the State authorities. But more particularly if his objections to the act of the governing body of the association have been on the ground of their violation of public interests, the State authorities before ruling upon such objection must consult an advisory council consisting of representatives of the mine owners and persons engaged in industry and agriculture and of representatives from the municipalities of the district and of the local administration of railroads.

Under the decree in question heavy penalties are imposed upon mine owners who may refuse to turn over their mine products to the district association of which they should become members, fines ranging as high as 100,000 marks (\$23,800) being assessable in addition to other fines levied by the association itself in accordance with its by-laws; and any repeated contravention of the law may in addition be punishable by imprisonment up to six months.

This decree became applicable from the day of its promulgation July 12, 1915, and remained subject to abrogation by the Federal council; but as already noted, it became applicable only in a limited sense to the Rhenish-Westphalian district, which it is said produces about 50 per cent of the coal supply of Germany. The decree, however, remains applicable as to the mine owners of other districts.



## OFFICIAL REPORTS RELATING TO LABOR.

### UNITED STATES.

**Maryland.**—*Ten-Hour Law Bureau. First Report, May, 1912, to January, 1914.* [Baltimore, 1914.] 28 pp.

*Second Report, January, 1914, to January, 1915.* [Baltimore, 1915.] 41 pp.

The so-called 10-hour law prohibiting the employment of women in any manufacturing, mechanical, mercantile, printing, baking, or laundering establishment more than 10 hours in any one day, nor more than 60 hours in any one week, was enacted by the legislature in 1912. The first report includes operations from May 1, 1912, to the end of the year 1913, and the second one covers the calendar year 1914. During the first year of its operation the inspector reported some of the obstacles met with in the enforcement of the law, prominent among which were the failure of employers to post the law indicating the time of beginning and stopping work in their establishment; the practice of women employed in establishments working a shorter time than the legal requirements, going to other places of work for a few hours in the evening and on Saturday afternoons; and the difficulty of enforcing the exemptions in the law.

In the interpretation of the law for its proper enforcement the attorney general held that stenographers working in establishments enumerated in the law were subject to its requirements as to the number of hours employed; and that mercantile establishments in the city of Baltimore which permitted women demonstrators to work therein in violation of the legal hours should be held liable regardless of the question as to who pays their salary. It was held that the word "mechanical" was sufficiently broad in its signification to include the switchboards of the telephone company, so as to cover the employment of women in the service of telephone companies beyond the legal limit.

From May 1, 1912, up to January 1, 1914, 42 establishments in Baltimore were reported as having violated some provision of the law, and 44 in the outside counties, while during the second year of the enforcement of the law 22 establishments in Baltimore city were found having violated the law, and 8 establishments in the counties. Involved in violations reported for the calendar year 1914 were 72 women employed in Baltimore and 24 in the counties. The establishments in Baltimore which were affected employed during the same year 1,537 women, while those in the counties employed 83. The total number of violations or charges filed against establishments in Baltimore in 1914 was 32, 16 of which were submitted to the grand jury and 13 taken before a magistrate; in two instances fines were assessed. Of 11 charges for violation filed against establishments in the counties during the year 2 were placed before the grand jury and 7 before a magistrate; of the 11 charges, fines were assessed in 3 instances.

The cost of the enforcement of the law from May 1, 1912, to January 1, 1914, was \$6,923.88, and during the calendar year 1914 it was \$4,747.55.

**Massachusetts.**—*Homestead Commission. Second Annual Report, 1914.* Boston, 1915. 144 pp. (Public Document No. 103.)

The Massachusetts Homestead Commission was created by a resolve of the legislature of 1911, and its first report, which appeared in 1913, consisted very largely of an appendix of 250 pages, which related to the activities of 27 foreign Governments, which had made special efforts to increase the supply of wholesome homes for their laboring people. The second annual report here listed contains a summary of the material

in the first report, and an account of the practical work of the commission in organizing town planning and aiding in the establishment of an improved housing company in Bellerica, Mass.

In reviewing the work of what foreign countries have done in securing better accommodations for workpeople the commission uses these words: "The United States seems to be alone, among all the countries with an advanced form of civilization, in doing nothing directly to aid the laboring family desirous of acquiring its own home" (p. 8). This work of suggesting and organizing some "plan whereby, with the assistance of the Commonwealth, homesteads, or small houses or plats of grounds may be acquired by mechanics, factory employees, laborers, and others in suburbs of cities or towns," to use the words of the resolve creating the commission, has constituted the main efforts of the commission during the past year, and under an extension of further power in 1913 the commission has attempted to promote the formation of organizations intended to increase the supply of wholesome homes for the people.

The establishment of the Boston & Maine Repair Shops at an expense of \$3,000,000 in Bellerica, Mass., gave the commission the desired opportunity. Here were to be housed some 1,200 workmen, a number which was expected ultimately to increase to 2,000 or 3,000, while other manufacturers might be expected to locate in the vicinity to utilize this supply of labor. To meet this problem of demand for housing there was incorporated the Bellerica Garden Suburb Co. on June 30, 1914. Dividends are limited to 5 per cent. The company took over a 54-acre tract in the vicinity, 21 miles from Boston and within a 5-cent car fare of Lowell, adjoining the present village center where schools and other public buildings made immediate development possible. Houses are to be available for rent or sale and as lodging or boarding houses, etc. Provision is made for community buildings, play grounds, and individual garden plots. Of a proposed capital of \$50,000, \$16,540 had been subscribed in August of this year. By October 1 the roads on 30 acres had been graded and the first three houses were begun, and in December 19 families were living on the estate.

"This marked the first conclusive stage in bringing into existence in this country improved cooperative methods of housing for workmen that have proved successful in England, for nowhere else in the United States, so far as is known, have the five essential elements—site planning, limited number of houses per acre, wholesale operations, limited dividend, and participation by the residents—been combined in an undertaking designed to meet the needs of the workmen earning \$12 to \$20 per week" (p. 29).

Among other work of the commission has been the holding of city planning conferences throughout the State, one in November, 1913, and another in December, 1914. The program and addresses of the last-named conference are contained in this second report. There is also a report of what individual cities have done throughout the State in the way of town planning.

The legislative recommendations of the commission propose the extension of greater power to local planning boards, the giving of legal sanction to city planning conferences, providing for the representation of the State board of health upon the commission, and the teaching of agriculture to families in the crowded tenements as a means of getting them interested in country problems, thereby encouraging their migration to the country. The commission has under consideration also the matter of equitable assessments of betterments, building restrictions in residential districts, cooperative banking, and the problem of how private capital may be interested and safely invested in improved housing facilities.

**New York.**—*Department of Labor. New York Labor Bulletin No. 72. New York Labor Laws of 1915. Albany, 1915. 67 pp.*

Contains introductory summary of the labor laws and other statutes relating to labor enacted by the legislature of 1915, followed by a text of the laws arranged in chronological order of enactment.

*Department of Labor. New York Labor Bulletin No. 73. Idleness of Organized Wage Earners in the First Half of 1915. Albany, 1915. 14 pp.*

Statistics of unemployment based upon monthly reports received from 232 labor organizations representing 34 separate localities, 98 distinct trades, and approximately 25 per cent of the total trade-union members in the State. The basis is practically the same as employed in bulletin No. 69. (See vol. 1, No. 2, p. 41 of this REVIEW.)

Percentage of unemployment is shown for the first half of each of the years 1904 to 1915 by three causes: (1) Labor disputes, (2) disability, and (3) conditions of trade, and by 13 industrial groups. A special table is shown for New York City, showing number idle by industries January to June, 1915. The rate of unemployment was higher for each of the first five months than in the corresponding months of 1914. The rate in June was the same in each year. The rate of unemployment due to labor disputes was lower than that of any corresponding period since record has been kept. That due to disability shows very little variation, while practically all reported idleness is due to lack of work, i. e., conditions of trade.

The mean idleness for the period was 3.4 points higher than in 1914, and higher than in any other year since these records have been kept excepting that of 1906.

*Department of Labor. New York Labor Bulletin No. 74. Statistics of Trade-Unions in 1914. Albany, 1915. 146 pp.*

For the first time since 1908 there was a falling off in trade-union membership. However, the membership was still 69,000 in excess of that reported for September 30, 1913, and with this exception larger than in any other year in which records have been kept. During the year 182 new organizations were formed and 208 organizations lapsed.

The decrease was distributed among 10 of the 13 industrial groups, while in 3 there were slight gains. The greatest decrease of membership is shown in the clothing and textile trades (29,903); in the restaurant, trade, etc. (16,468); and in transportation (14,644). Trade-unions in New York City lost 59,795 in membership, and the remainder of the State lost 9,629.

The number of trade-unionists in New York City represented 72.5 per cent of all trade-unionists in the State, and in that city and eight first and second class cities combined the corresponding per cent was 89, leaving 11 per cent of membership outside of the nine cities. The population of New York City made up 52.3 per cent of the total for the State.

NUMBER OF TRADE-UNIONISTS IN THE STATE OF NEW YORK, BY INDUSTRIAL GROUPS, 1894, 1904, 1909-1914.<sup>1</sup>

Industrial group.	Year.							
	1894	1904	1909	1910	1911	1912	1913	1914
Building, stone working, etc.....	49,131	119,597	113,331	120,588	129,954	130,006	138,738	133,229
Transportation.....	18,773	72,257	62,375	69,060	79,309	86,120	93,995	79,351
Clothing and textiles.....	39,162	36,090	44,537	119,911	117,228	130,206	226,528	196,625
Metals, machinery, shipbuilding.....	8,309	36,971	27,545	36,623	34,037	28,962	37,452	34,666
Printing, bookbinding, etc.....	11,059	25,348	25,375	26,889	29,038	29,977	30,730	32,000
Woodworking and furniture.....	5,169	12,771	9,369	10,222	11,939	11,602	14,762	13,965
Food and liquors.....	5,340	15,394	16,370	18,575	18,240	17,752	17,995	15,570
Theaters and music.....	5,688	13,614	18,528	20,479	26,791	25,997	26,607	26,939
Tobacco.....	8,722	12,354	10,531	10,289	10,489	10,200	10,217	10,030
Restaurants, trade, etc.....	1,771	15,255	9,822	9,064	10,024	22,099	28,705	12,237
Public employment.....	1,964	9,538	16,157	17,534	16,669	15,696	18,304	19,114
Stationary-engine tending.....	975	12,702	11,946	12,477	11,637	10,538	11,655	11,272
Miscellaneous.....	1,134	9,785	6,843	10,413	8,959	7,517	9,560	8,826
Total.....	157,197	391,676	372,729	481,924	504,314	526,672	665,248	595,824

<sup>1</sup> The figures for industries in the earlier years in this table do not in all cases agree with those given in the annual reports for the respective years, owing to changes made to correspond to the revised classification of trades now used by the bureau.



**Ohio.**—*Industrial Commission. Department of Investigation and Statistics. Report No. 14. Cost of Living of Working Women in Ohio. Columbus, 1915. 255 pp.*

This report presents the results of the study of the cost of living of adult working women in Ohio, and will be summarized quite fully in a future number of the MONTHLY REVIEW.

**Pennsylvania.**—*Department of Labor and Industry. First Annual Report of the Commissioner of Labor and Industry, Part II. Harrisburg, 1915. 416 pp.*

A digest of Part I of this report of the commissioner of labor and industry appeared in No. 2 (p. 45) of the MONTHLY REVIEW.

The department was created June 2, 1913, and this report covers the time elapsed since that date, more particularly during 1914. Part I included industrial production, immigration, and unemployment, while Part II is devoted to accidents, factory inspection, hygiene and engineering, industrial-board standards, mediation and arbitration, and legal procedure.

The lack of safety and sanitary standards for the guidance of the inspection force led to the formation of committees for each distinct phase of industry or classification of machinery composed of officers of representative establishments, skilled mechanics, and manufacturers for the purpose of establishing such standards. Moreover, special safety men have been appointed in many of the large industries, whose special duty it is to receive suggestions from the department and put them into effect in their respective plants.

In addition to the investigations included in Part I of the report, inquiries have been made covering the tobacco industry and bakeries which have resulted in improved conditions and the abolition of insanitary practices.

Among the recommendations for legal enactment are included (1) granting of discretionary authority to prosecute offenders of the safety regulations, etc.; (2) empowering the industrial board to make rules and regulations to cover specific details, carrying out the law, which should be drafted in general terms; (3) prohibition of night work for children between 14 and 16 years of age and regulating their hours of labor; (4) exclusion of children from street trades; (5) physical examination of all children seeking employment; (6) making the maintenance of continuation schools compulsory in all principal industrial centers.

The total number of industrial accidents reported for the year is 49,390, of which 1,695 resulted fatally and 3,122 were serious, 3,014 occurred in coal mining, 8,250 on steam railroads and street railway service.

The following items are reported: Total number of employees, 1,086,508; accidents in industrial establishments proper, 38,126; fatal accidents, 379; serious, 3,122; days lost through accidents, 426,824; wage loss, \$1,048,504; average daily wages of injured persons, \$2.33; average duration of disability, 11.2 days. Distribution detail tables are shown for industry, cause, duration, injury received, months and hours of occurrence, age, nationality, sex, etc.

*Inspection service.*—Branch offices have been established in Philadelphia and Pittsburgh. The bureau made 50,015 inspections of establishments during the year. There were found 30,411 minors between 14 and 16 years of age employed, 420 children were dismissed because no certificate was held, 17 for illiteracy, and 23 as being under age. Instructions have issued and compliance secured as follows: Guards for machinery and dangerous places in 2,617 cases; improved elevators, 79 cases; fire escapes, 243 cases; equipment, etc., reducing hazard, 336 cases; improved toilets, 412 cases; dressing rooms, 188 cases; and improvements in heating, lighting, and ventilation in 2,024 cases. There were 469 cases prosecuted, and 19,313 boiler inspections. (Forms of inspection blanks, instructions to managers, and reports are given.)

*Industrial hygiene.*—This division organized and exhibited in several industrial centers models of safety devices and inspected establishments engaged in working up tobacco, as a result of which minors under 16 are now prohibited from working in the latter.

*Mediation and arbitration.*—More than 40 disputes received the attention of the bureau. A description of each dispute in which the bureau has offered its services is given, together with the result of such offer.

Standard safety regulations, operative February 1, 1915, for power-transmission machinery, standard railings and toe boards, stationary steam engines, machine tools, forging and stamping and shearing machinery guards, polishing and grinding machinery, compressed-air apparatus, woodworking machinery, bakeshops, fire prevention, canneries, etc., are given in full.

**United States.**—*Bureau of Mines. Abstract of Current Decisions on Mines and Mining. October, 1914, to April, 1915. Washington, 1915. xvi, 138 pp. (Bulletin No. 101. Law Serial 5.)*

This is the fourth bulletin issued on this subject by the Federal Bureau of Mines. Previous bulletins are numbered 61, 79, and 90. The volume consists of a digest of decisions of Federal and State courts of last resort on questions relating to the mining industry, including ownership and possession, sale, eminent domain, definitions of mining terms, corporate actions, claims, patents, liens, taxation of mining property, and statutes relating to mining operations, involving the responsibility of the operator to the employee in maintaining healthful and safe conditions of work, comparative negligence, etc.

*Bureau of Mines. Rules and Regulations for Metal Mines. Washington, 1915. xvi, 296 pp. (Its Bulletin No. 75.)*

These rules and regulations for metal mines are the result of a report of the committee originally appointed at a meeting of the American Mining Congress at Denver, Colo., in November, 1906. The object of the preparation of these regulations was that they might serve as the model of a modern law governing quarrying and metalliferous mining which could be recommended to the several States for adoption, with the hope that the enactment of such a law might tend to lower the number of fatal and serious accidents. A preliminary draft for a law was prepared in 1909 and submitted to the American Mining Congress at its meeting of that year. It was printed in a limited edition and circulated, some copies being put into the hands of mine superintendents generally, in order to obtain suggestions. In 1909 the American Institute of Mining Engineers and the Mining and Metallurgical Society of America became interested in the work and invited the committee to serve also as a committee of their respective organizations. On September 1, 1910, the committee submitted a joint report to the three organizations, together with a second preliminary draft for a law. In 1913 the Colorado Scientific Society appointed a committee for a similar purpose, whose report and recommendations the committee of the three mining organizations already mentioned made use of. In April, 1911, the Director of the Bureau of Mines invited the committee to serve as a committee of that bureau, the bureau undertaking to provide the necessary clerical assistance and to attend to the final draft and publication of the report.

The existing laws of the various States and many foreign countries were studied and experts in various professions and industries were consulted.

"In our treatment of the matter from the legal standpoint, in which we have had the advice of good lawyers, we have refused to clothe the inspector of mines with the optional powers that are given to him under the laws of many of the British colonies, and, also, we have refused to convey to him the sweeping power that is given to health inspectors in some of our own States. \* \* \* In our draft of a law we have formulated precise rules and requirements, to which operators, superintendents, foremen, miners, and everyone concerned must conform. The permissible speed in hoisting, the conditions under which ladderways must be installed, and the requirements regarding the storage of explosives, for example, are specifically stated. The inspector may neither grant any exemption nor enforce any extra precautions by exercise of his judgment. Little is left to his judgment. It proved impracticable to



exclude the inspector from the exercise of discretionary power in all cases, but in the main his duty, as we have prescribed it, is merely to enforce the law as he finds it" (p. 10).

*Bureau of Mines. Safety in Stone Quarrying. Washington, 1915. 48 pp. Illustrated. (Technical Paper 111.)*

A report based on an investigation of safety conditions in stone quarrying. It directs attention to the chief causes of accidents and suggests preventive measures and devices for decreasing their occurrence. It also describes first-aid methods, including the Schaefer and Silvester methods (illustrated) of artificial respiration, and includes a list of typical quarry accidents.

*Commission on Industrial Relations. Final Report of the Commission on Industrial Relations. Washington, 1915. xv, 448 pp.*

The final report of the commission, created by the act of August 23, 1912, was transmitted under date of August 23, 1915, from Chicago, Ill. This final report contains one report prepared by the director of research as a summary of the special investigations made under his direction, and of the hearings of the commission, which is signed by four members of the commission, and another signed by five members of the commission. In addition are also supplemental reports and statements by individual members of the commission on some phase of their work. A summary of the recommendations of the commission is found elsewhere in this number of the MONTHLY REVIEW (pp. 48 to 76).

*Commission on Industrial Relations. Report on the Colorado Strike. Washington, 1915. 189 pp.*

This report on the Colorado strike was prepared by one of the special investigators of the commission. It contains a statement of the causes of the strike, the history of the conference asked for by the men but refused by the operators, the history of the violence and policing in connection with the strike, the relations of the Colorado Militia to the strike, and the question of the ultimate responsibility of the situation in Colorado following the strike.

*Commission on Industrial Relations. The National Erectors' Association and the International Association of Bridge and Structural Iron Workers. Washington, 1915. 192 pp.*

This report, by one of the special investigators of the commission, consists of the history of the relations of the National Erectors' Association and the National Association of Bridge and Structural Iron Workers. It may be said to be a study of the history of a typical case of the use of violence in the relations of employers and employees.

Of the 27 supplementary reports filed by investigators of the commission, only two were printed, namely, those immediately following.

*Interstate Commerce Commission. Twenty-sixth Annual Report on the Statistics of Railways in the United States for the year ended June 30, 1913. Prepared by the Division of Statistics. Washington, 1914. 751 pp.*

*Text of the Twenty-seventh Annual Report on the Statistics of Railways in the United States for the year ended June 30, 1914. Washington, 1915. 67 pp.*

These reports present mainly the financial operations of carriers in the United States and statistics of railway operation, while only a very small part is devoted to the statistics of employees on railways. Excluding switching and terminal companies and about 700 miles in Alaska and Hawaii, there were reported some 252,000 miles of railways in the United States in 1914, as compared with approximately 250,000 in 1913. On June 30, 1914, this mileage was distributed in round numbers as follows: Railroads in the eastern district, 61,000; southern district, 51,000; and western district, 140,000.

Statements regarding railway employees show the number of employees for each district, class of road, and for all operating roads, comparative for 10 years, distributed



among 18 occupational classes (see pp. 77-80 of this number of the REVIEW); also the distribution by class of work, such as whether engaged in maintenance of ways and structures, maintenance of equipment, traffic, transportation, general, outside operations, and unclassified, according to average daily compensation and total compensation paid. It is to be noted that these statistics do not show actual wages paid. Average daily compensation is not derived from or related to the number of men reported employed, but is based upon the actual number of hours of work reported by the carriers during the course of a year; that is, average daily compensation is derived from the two factors—number of hours worked and total compensation paid.

For the larger operating roads (Class I and Class II) the number of employees of all classes, not including officers, was 1,680,250 in 1914, as compared with 1,800,135 in 1913, 1,685,569 in 1912, and 1,639,345 in 1911. In 1904 the amount of compensation paid to railway employees, including general officers, was \$817,598,810, as compared with \$1,381,117,292 in 1914.

The following table shows the average daily compensation of all railway employees for each of the years 1908 to 1914:

AVERAGE DAILY COMPENSATION OF RAILWAY EMPLOYEES FOR THE YEARS ENDED JUNE 30, 1908 TO 1914.

Class of employees.	Class I and Class II roads.				All operating roads.				
	1911	1912	1913	1914	1908	1909	1910	1911	1912
General officers.....	\$14.82	\$14.82	\$15.67	\$16.06	\$13.11	\$12.67	\$13.27	\$12.99	\$13.13
Other officers.....	6.36	6.42	6.44	6.48	6.27	6.40	6.22	6.27	6.32
General office clerks.....	2.49	2.50	2.51	2.54	2.33	2.31	2.40	2.49	2.50
Station agents.....	2.19	2.22	2.28	2.33	2.09	2.08	2.12	2.17	2.20
Other station men.....	1.89	1.89	1.96	1.98	1.82	1.82	1.84	1.89	1.89
Enginemen.....	4.81	5.02	5.20	5.24	4.45	4.44	4.55	4.79	5.00
Firemen.....	2.95	3.03	3.13	3.22	2.64	2.67	2.74	2.94	3.02
Conductors.....	4.18	4.30	4.39	4.47	3.81	3.81	3.91	4.16	4.29
Other trainmen.....	2.89	2.97	3.04	3.09	2.60	2.59	2.69	2.88	2.96
Machinists.....	3.14	3.21	3.26	3.27	2.95	2.98	3.08	3.14	3.21
Carpenters.....	2.54	2.55	2.63	2.66	2.40	2.43	2.51	2.54	2.55
Other shopmen.....	2.24	2.24	2.31	2.36	2.12	2.13	2.18	2.24	2.24
Section foremen.....	2.07	2.09	2.14	2.20	1.95	1.96	1.99	2.07	2.09
Other trackmen.....	1.50	1.50	1.58	1.59	1.45	1.38	1.47	1.50	1.50
Switch tenders, crossing tenders, and watchmen.....	1.74	1.70	1.70	1.71	1.78	1.73	1.69	1.74	1.70
Telegraph operators and dis- patchers.....	2.44	2.47	2.52	2.56	2.30	2.30	2.33	2.44	2.47
Employees—account float- ing equipment.....	2.34	2.37	2.37	2.35	2.38	2.31	2.22	2.34	2.37
All other employees and laborers.....	2.08	2.10	2.15	2.20	1.97	1.98	2.01	2.08	2.10

## FOREIGN COUNTRIES.

**Chile.**—*Oficina Central de Estadística. Anuario Estadístico. 1913, 1914. Santiago de Chile 1914-15. 2 vols. 1913: Pts. 2, 3, 5, 6, 7, 8, 10; 1914 pt. 2.*

The issues of the statistical yearbook of Chile for each year appear in the form of 10 separately bound parts, and at irregular intervals. Each part is devoted to a definite subject, as follows: (1) Demography; (2) public health and hygiene and charity; (3) political organization and administration; (4) justice, police, and crime; (5) public instruction; (6) finance; (7) mines and mining; (8) industry; (9) trade and transportation; (10) agriculture. The heading of each of these separate parts is more or less self-explanatory, but it may be noted that part 8 devoted to statistics of industry classifies the industries by Provinces, giving data as to the number of establishments, number of employees (classified by sex and nationality), horsepower used, and the value of output.

**Finland.**—*Industristyrelsen. Yrkesinspektörernas i Finland Årsberättelser för År 1913. Helsingfors, 1915. 274 pp. (Meddelanden från Industristyrelsen i Finland, 62 Häftet).*

For the purposes of industrial inspection under the act of 1889 Finland is divided into five districts with a male inspector for each; there are in addition two women inspectors who divide the work of inspection under the woman and child labor law between two districts comprising the entire area covered by the male inspectors. This report of the inspection service for the year 1913 classifies all data according as the establishments are subject to or exempt from the accident insurance law and according as women and children are or are not employed in them.

During the year 12,924 establishments were subject to inspection, but only 4,304 inspections or visits were made in 3,784, or 29.3 per cent of the total establishments. The number of employees—the report does not state the method of arriving at the number—was 136,005 in establishments subject to accident insurance, and 22,827 in those not so subject, or a total of 158,032. These employees were distributed in the proportion of 1.3 per cent 12 to 14 years of age, 7.2 per cent 15 to 17 years, and 91.5 per cent 18 years of age and over. The number of establishments in which women and children were employed predominantly was 3,648, of which number 1,064 were inspected in the course of 1,148 visits.

The table which follows shows the total number of establishments, the number of employees, and the number of inspected establishments, and inspections made for each of the years 1911 to 1913. There were reported 86 infractions of the factory law of 1889, which resulted in prosecutions, but the number of complaints lodged under the act numbered 640.

ESTABLISHMENTS AND EMPLOYEES SUBJECT TO INSPECTION IN FINLAND, 1911-1913.

Year.	Establishments subject to inspection by male inspectors.				Establishments subject to inspection by female inspectors.			
	Number.	Number of employees.	Number of establishments inspected.	Number of inspections.	Number.	Number of employees.	Number of establishments inspected.	Number of inspections.
1911..	9,154	121,326	2,903	3,093	3,224	31,270	1,088	1,074
1912..	9,808	138,842	3,282	3,622	3,473	35,847	1,116	1,246
1913..	12,924	158,032	3,784	4,304	3,648	42,602	1,064	1,148

There were reported in the course of the year 3,301 industrial accidents based upon an exposure of 136,005 workmen subject to accident insurance, or a rate of 24 per 1,000 workmen; but no statement is made as to how the number of workmen is arrived at, whether an average or an actual count at some particular point or time, or theoretical full-time workmen; nor is the term "accident" defined in the report. The highest accident rate was in the transportation industry, or 97 per 1,000 workmen employed, but the data were not complete as based upon returns from 3 inspection districts; the next highest rate of 53 per 1,000 was indicated for miscellaneous industries not otherwise specified; the third in order, 32 per 1,000, prevailed in the machine industry; 31 in the woodworking industry; 27 in the paper industry; and 25 in mining and quarrying, iron and steel work, and the chemical industry. The lowest rate, or 2 per 1,000, was indicated for the printing and publishing industry. Data compiled regarding the causes of accidents showed that in order of their importance 14.3 per cent were caused by circular saws; 13.4 per cent were caused by torsions, strokes, jamming, or squeezing between objects; 11 per cent by throwing or falling of objects; 10.1 per cent in the process of loading and unloading, etc.; 8.1 per cent by falls; 6 per cent by punctures; 3.6 per cent by hand tools; 3.3 per cent by fire, molten metals, etc.

**Germany.**—*Knappschafts-Berufsgenossenschaft. Dreissigster Bericht. Berlin, 1914. 69 pp.*

Contains report on the results of accident insurance for the mining industry in Germany for the year 1914. A presentation of the material contained in the report will be made in a subsequent issue of the MONTHLY REVIEW.

*Reichsversicherungsamt. Jahresberichte der gewerblichen Berufsgenossenschaften über Unfallverhütung für 1913. VII. Jahrgang. Berlin, 1914. 687 pp. (Amtliche Nachrichten des Reichsversicherungsamts, 1914. 1. Beiheft.)*

This volume contains the reports of the individual trade accident insurance associations of Germany as to their activity in accident prevention. Each report is divided into the following four parts: (1) General review of the work of the technical inspection officials of the association; (2) inspection of establishments—(a) enforcement of the regulations for the prevention of accidents, (b) proposals for changes in these regulations, (c) employment of juvenile and female workers, (d) attitude of the employers, (e) attitude of employees, (f) new protective appliances, (g) hygiene of insured persons; (3) accidents; (4) miscellaneous. Nearly all the reports contain illustrations of improved machinery and new protective appliances.

The text part of the volume is followed by tables of data relative to the establishments subject to the accident insurance law and inspected by officers of the accident trade associations. These tables show for each district and inspector separately, without any summary table, the number of establishments and employed workmen, number of establishments inspected and of the workmen employed in them, number of inspections, wage lists, insured persons in receipt of accident pensions examined, and the number of investigations of accidents. A separate table shows the number and nature of the penalties which the courts inflicted on employers and insured persons for violations of the provisions of the insurance code as reported by the inspectors of the trade accident insurance associations.

*Statistisches Amt. Statistisches Jahrbuch für das Deutsche Reich. 36. Jahrgang. 1915. Berlin, 1915. 480, 114 pp. Charts.*

This volume constitutes the thirty-sixth volume of the statistical yearbook for the German Empire and contains in summarized form information presented in the larger statistical series published by the German statistical office. The volume is classified under 23 principal heads and contains, in addition to an appendix, a summary of the more important statistical data for foreign countries, also an alphabetical subject index, together with some graphic charts. Of particular interest to labor are those sections relating to the labor market, employers' associations and trade-unions, digests of the larger industrial censuses, conditions in transportation, prices, and social insurance.

**Great Britain.**—*Board of Trade. General Report upon Accidents on Railways of the United Kingdom during the year 1914. London, 1915. 17 pp.*

Accidents occurring on the railways of the United Kingdom are reported under three principal heads: (1) Train accidents; (2) those caused by the movement of trains, and railway vehicles, exclusive of train accidents; and (3) those occurring on railway premises other than those above mentioned. Each of these heads is subdivided into three secondary groups; passengers, employees of railway companies or of contractors, and other persons. The total operated track mileage was 55,662, including 14,927 miles of sidings.

Train accidents, collisions, derailments, failure of engines or rolling stock, etc., were responsible for the death of 8, and injury to 115 employees of railway companies or of contractors. Accidents connected with the movement of trains caused 417 deaths and injured 4,950 employees, and other causes were responsible for 52 deaths and 22,153 injuries. No accident rates are shown.

**India.**—*Commerce and Industry Department. East India (Indentured Labor). Report to the Government of India on the Conditions of Indian Immigrants in Four British Colonies and Surinam. London (printed in India), 1915. 2 vols.*

Part I of this report of an investigation by the Government concerning the condition of Indian immigrants relates to Trinidad and British Guiana, and Part II to conditions



in Surinam, Jamaica, and Fiji. The officers in charge of the investigation visited a large number of the estates employing both indentured and free labor in each colony, and based their report upon personal observation and upon data secured from original official sources.

The subjects reported upon for each colony are: Housing and sanitary conditions, medical treatment, vital statistics, hours, wages, administration of justice and legal restrictions, administration of the immigration office, repatriations, contracts, treatment accorded Indians after expiration of period of indenture who wish to settle in the colony, educational facilities, and indenture of Indian women.

The report recommends (1) the exclusion of unsuitable immigrants and an increase in the permissible proportion of female to male immigrants from 40 to 50 per cent, and the abolition of the minimum age limit; (2) the repeal of unduly rigorous or restrictive provisions of existing laws; (3) granting of greater discretion to the immigrant department of each colony in the control of its employees in enforcing the penal provisions of the law; (4) giving power to the immigrant department in each colony to adjudicate cases involving employers and laborers; (5) granting the indentured laborer the right to commute his indenture by payment of a graduated indenture fee at any time, although continuing the limitation as to the proportion of laborers on an individual plantation; (6) providing facilities for indentured laborers to obtain land on more satisfactory terms of tenure; (7) requiring the registration of marriages, and (8) providing greater facilities for primary education of Indian children.

*Financial Department. Report on the Enquiry into the Rise of Prices in India. Calcutta, 1914. 5 vols.*

This voluminous and comprehensive report in five folio volumes constitutes the result of an inquiry ordered by the Indian Government in 1910. The object of the investigation was to ascertain (1) the actual rise in prices in India in the past 15 years, and how such increase has affected different commodities and localities; (2) cause of such increase in prices, if any, and to what extent it has been due to "world factors" and to local conditions; (3) whether the rise has been permanent or temporary; and (4) the probable economic effect upon the country as a whole, and on different sections. The report was completed in 1914, and the general results cast in the form of an index number.

The following table shows the general average of rupee and gold wholesale prices of 140 articles during the years 1890 to 1912, the basic period with which all other years are compared being the years 1890 to 1894. That is, the price for each year is shown by a percentage of the average annual price for all groups of articles for the years 1890 to 1894. In computing the general index number for the commodities the medium instead of the arithmetic average was employed, except where only a few price quotations were available. The index number is an unweighted one.

GENERAL AVERAGE OF RUPEE AND GOLD WHOLESALE PRICES OF 140 COMMODITIES FOR EACH SPECIFIED YEAR FROM 1890 TO 1912.

Years.	General average of rupee prices.	General average of gold prices.	Years.	General average of rupee prices.	General average of gold prices.
1890.....	97	113	1902.....	111	115
1891.....	98	106	1903.....	107	111
1892.....	103	100	1904.....	106	110
1893.....	102	96	1905.....	116	120
1894.....	100	85	1906.....	129	134
1895.....	101	89	1907.....	133	138
1896.....	106	99	1908.....	143	147
1897.....	121	120	1909.....	133	138
1898.....	106	109	1910.....	132	137
1899.....	104	108	1911.....	134	139
1900.....	122	126	1912.....	141	147
1901.....	116	120			

Among the special subjects contained in the appendix to volume 1 are the following: Special features of economic cycles; collection and compilation of statistics of prices; construction of index numbers; the compilation of agricultural statistics; statistics of rainfall; summary of the injurious effects of shortage, excess, or uneven distribution of rainfall on crops; the collection, classification, and compilation of statistics of wages; statistics of trade; statistics of rates of freight; population statistics; statistics of rent; a brief history of the Indian currency system and an estimate of rupees in circulation. Volume 5 of the report consists entirely of graphic charts, while volumes 2, 3, and 4 contain statistics of prices, wholesale and retail, statistics of wages, population, agriculture, rainfall, rents, communications, trades, and miscellaneous statistics on which the general report of volume 1 is based.

High prices in India are explained as due to a comparative shortage throughout the period under review in the production of foodstuffs, the increased demand for food products and for raw materials from India, the development of communication, decrease in the cost of transportation, and the growth of banking and monetary facilities. Under the head of "world-wide causes" there is noted the increased supply of gold, the development of credit, the destruction of wealth in recent wars, and expenditures for armament. The world causes have been on the whole the dominant feature in the upward movement of Indian prices, according to this report.

As indicated by the enumeration of the contents of these volumes, there is an extended discussion and presentation of data pertaining to the production of wealth in general, the movement of commerce, the extension of agriculture, increase of population, and of other features involved in price changes. Considerable wage data from India are also presented.

*Statistical Department. Prices and wages in India. Thirty-first issue. Calcutta, 1915. vi, 226 pp.*

This volume is the thirty-first of a series started in 1878, and includes statistics for the year 1913, and in some instances for January, 1914. The volume is divided into three parts: (1) wholesale prices; (2) retail prices; (3) wages. For the first time an attempt has been made to summarize in convenient form the movement of prices for the year under review and in preceding years. The introductory note states that the volume will be followed by another, which is in press, relating to prices and freights in India since the outbreak of the war. The wholesale prices presented are compiled from reports of chambers of commerce, and from returns filed by selected markets in each Province. Prices based on returns from 120 markets are quoted on 48 articles. Average annual prices are shown for 24 articles, representing returns from 87 markets for the period of 1897-1913. Also wholesale prices of 8 articles at Calcutta, based on the prices in effect in March, 1873, are presented in the form of index numbers for January and July of each year from 1889 to 1914.<sup>1</sup> Prices of staple articles of import in 1873 and from 1889 to 1914 at Calcutta and Bombay are shown and also reduced to index numbers, with 1873 as the base. A similar pair of tables is shown with prices of articles of export. Annual average contract prices paid by the supply and transport corps of the army are presented for 16 articles of consumption. Some comparisons in prices are made with those in London and in Great Britain.

Retail prices are covered in four statistical statements: (1) Summary table of prices of food grains and salt, 1913, and 1912; (2) average annual prices of 10 food grains and salt, 1873, 1889 to 1913; (3) average annual prices of certain food grains at selected stations, 1873, 1889 to 1913; (4) index prices of articles enumerated in statement 3, 1873 being taken as the base.

Wage data are presented in five statistical statements: (1) Average monthly wages of skilled and unskilled labor at close of years 1873 and 1904 to date; (2) average monthly wages of skilled and unskilled labor in selected districts and stations, 1873,

<sup>1</sup> July, 1914, is omitted.



1889 to date; (3) variation in wage rates tabulated in statement 2, rates for the second half of 1873 being taken as 100; (4) rates of wages paid in certain State and railway establishments; (5) rates of wages paid in selected private industrial establishments.

In six appendixes are found statements showing (1) the quinquennial average price of rice, wheat, cotton, and jute in India, with index numbers; (2) a list of articles for which wholesale prices are reported, and the number of markets from which reported; (3) a summary of the variations in prices of food grains and salt in each 5-year period, 1861-1865; (4) a summary of the report of the Government of India on the inquiry due to the rise of prices which was published in April, 1914 (see p.—); (5) the total area under cultivation, amount of export and seasonal conditions of principal crops in India in each Province since 1897-8; and (6) Indian weights and measures with British and metrical equivalents used in the report.

The report states that the marked upward tendency in the wholesale prices of Indian products continued in 1913, the increase over 1912, based on 24 articles, being 2 per cent. For food grains this increase was 5 per cent. Retail prices of food grains in 1913 showed an average fluctuation for the whole country of 3 per cent over prices in 1912.

Regarding wages the report states that "the income of wage earners has generally increased considerably faster than their cost of living, which has resulted in a substantial improvement in the material condition of agricultural and general laborers and artisans who form the majority of the wage-earning class" (p. v.)

**Italy.**—*Ministero di Agricoltura, Industria e Commercio. Direzione Generale del Credito e della Previdenza, Annuali del Credito e della Previdenza. Rome, 1915. Serie II. Vol. 5 (lxv, 657 pp.); Vol. 7, 721 pp.*

Volume 5 consists of a compilation of laws regulating savings banks in European countries, and in Massachusetts, New York, and Texas; laws governing the Postal Savings Bank in the United States, and a historical review of the organization and legislation relative to savings banks in 13 other countries.

Volume 7 reports the proceedings of the council of savings and social insurance in its session of 1914, and reproduces the by-laws of some of the important savings funds and mutual aid associations, together with premium rate and benefit payment tables.

**Japan.**—*Imperial Cabinet Statistical Bureau. Diagrams and Numerical Tables Showing Growth of Population and Vital Statistics of the Japanese Empire. March, 1915.*

The volume consists of 10 graphic charts and 41 tables, all presenting data relative to the population and vital and occupational statistics of the Empire prepared for the San Francisco Exposition, 1915.

*Department of Agriculture and Commerce. Thirtieth Statistical Report. Tokyo, 1915. 837 pages. Maps.*

Forms for all practical purposes a statistical yearbook of Japan. The figures given are chiefly for 1913, but in general comparative data are given for a period of 10 years, 1904-1913. The titles include: Agriculture, commerce, industries, fisheries, mining, forests, and miscellaneous, with separate reports for Korea, Formosa, Karafuto, and Kwantung.

Under the title "Commerce" index prices of a considerable number of staples, based on prices of 1900, are given. Comparative tables show the following data for each year 1904-1913: Number of factories, paid-up capital, horsepower employed, fuel consumed, average number of persons employed daily, daily wages, days worked per year, working hours, raw material used, amount of production, price per unit, and importation and exportation of finished material, etc. In factories operated by the Government the following data are given: Age, number employed, wages, hours of labor, and working days per year. Wage-index number for industrial, agricultural, and other occupations for 1900-1913, and lowest, highest, and prevailing wages for 1913 are given. Statistical data are given relative to: Accidents in mines, cooperative societies, and amounts expended by local governments for encouragement of agricultural and industrial development, etc.



**Netherlands.**—*Centraal Bureau voor de Statistiek. Verslag over het jaar, 1914. The Hague [1915], 40 pp.*

*Centrale Commissie voor de Statistiek. Verslag over het jaar, 1914. The Hague [1915], 139 pp.*

The first publication noted above constitutes the administrative report of the Dutch statistical office and describes the progress of its work during the current year 1914. Among other statistics it compiles and publishes statistics relating to labor conditions, strikes and lockouts, prices, both wholesale and retail, labor exchanges, wages and hours of labor, and other special matters of that kind. The bureau, in addition to its reports of special investigations, publishes a yearbook and a monthly periodical.

The second publication is the administrative report of the advisory commission on statistics, created by a royal decree January 9, 1899 (*Statsblad*, 1899, No. 43). The purpose of the commission is to advise the bureau of statistics, to prepare and suggest subjects for investigation, and to issue orders in connection therewith.

**Ontario.**—*Department of Agriculture. Factory Inspection Branch. Twenty-seventh Annual Report, 1914. Toronto, 1915. 72 pp.*

The inspection service consists of a chief inspector and 10 district inspectors. During the year 10,059 inspections were made, of which 2,434 were reinspections. The establishments visited furnished employment for 229,480 persons, of whom 94 were under 14 years of age. Birth certificates were demanded in 102 cases of questionable age, but none was found below the legal age limit. Many mills were idle, and a great many hands were laid off; business was reported as very slack. Prosecutions were entered in 15 cases and convictions had in each instance.

During the year ending October 31, 1914, there were reported 1,270 accidents, of which 52 were fatal, as compared with 1,459 accidents (including 54 fatal cases) for 10 months ending October 31, 1913.

Fire-escape regulations were drafted and enacted by the legislature in September, 1914; the number and character of stairs, brackets, and drop ladders is given in detail. Sanitation and safety of establishments, protective devices, heating, ventilation, etc., are discussed in the report in general terms.

**Portugal.**—*Ministerio das Finanças, Direcção Geral da Estatística. Anuario Estatístico de Portugal. 1908, 1909, 1910. Lisbon, 1914. 433 pp.*

This volume constitutes the first issue of the so-called Statistical Year Book of Portugal and contains data for the years 1908, 1909, and 1910. It contains material concerning the territorial area, climate of the country, demography, eleemosynary and other charitable institutions, vital statistics, emigration, public instruction, welfare institutions, and financial statistics.

**Queensland.**—*Government Statistician. A. B. C. of Queensland Statistics, 1915. Brisbane, 1915. 42 pp.*

Comparative statistics of population, agriculture, migration, finance, crown lands, mining, postal and telegraph service, average price of commodities, manufactures, railways and shipping, commerce, and vital statistics, 1905-1914.

**South Africa.**—*Director of Census. Statistical Yearbook of the Union of South Africa containing statistics for the year 1912-13. No. 1. 1913. Pretoria, 1914. 383 pp.*

— *Statistical Yearbook of the Union of South Africa. No. 2. 1913-14. Pretoria, 1915. 333 pp.*

The first number of the statistical yearbook is in the form of an octavo, while the second volume appears in the form of a folio, necessitated by the fact that the titles and side heads of all statistical tables are printed in both English and Dutch, the official languages of the Union. These volumes contain the usual statistical data found in yearbooks. While the first volume contains little relative to labor save the statistics compiled from the census concerning the manufacturing industries of the Union, the second issue of the yearbook incorporates additional material from the report of the economic commission of 1914 concerning trade-unions, labor disputes, employment exchanges, cost of living, working class rents, wages, immigration, and

industry and trade, which last-named group shows, among other things, the number of mines and quarries, the number of persons employed, and accidents and accident rates in mines. Index numbers of retail prices and rents are shown.

— *Railway Commission of Inquiry. Report. November, 1914. Pretoria, 1914. 173 pp.*

This commission was appointed in October, 1913, to inquire into the grievances of railway men and to report upon the feasibility of immediate changes in conditions surrounding the employment of railway men and harbor labor. In the investigation 52 meetings were held, 520 witnesses were examined, and several shops and running sheds visited. The witnesses represented 363 interested groups; 32 of the witnesses represented the railway department, and the balance, with few exceptions, represented employees.

The majority report, signed by two of the three commissioners, is of the opinion that it has not been proved that a shortening of the hours of labor would lead to the employment of those out of work without an increase of expense to the administration, but it recommends immediate introduction of an eight-hour day for those engaged generally in continuous and arduous work, and that in case of the train crews overtime should be reduced and 24 hours rest given, if practicable, each week. With regard to wages, the majority recommend that the question of a minimum wage be considered when data concerning the cost of living have been collected. Except in the case of white laborers, there is recommended a minimum wage of 7s. (\$1.70) exclusive of allowances, except where the allowance granted is 4s. (97 cents), when the total minimum should be 10s. (\$2.43); a beginning wage of white laborers of 4s. 6½d. (\$1.19) is recommended, with a possible increase to 5s. (\$1.22). The majority does not recommend the abolition of piecework, but suggests alterations in the organization of that kind of work so as to allow a profit of 15 per cent to the worker. As to apprentices, the commission recommends that they be allowed one hour for three days of the week for training in their trade; that an especially appointed official be selected to look after their welfare, and that one apprentice be permitted for each five workmen. The pay of the salaried staff is considered reasonable, but recommendations with a view to facilitating promotions are made.

The representative of the railway men signed a minority report recommending immediate adoption of the eight-hour day, the payment of a minimum wage of at least 8s. (\$1.95) per day to all European labor, the abolition of piecework, increase of pay of the salaried staff, repeal of all laws prohibiting combinations and strikes among workmen, and the elimination of overtime.

**South Australia.**—*Statistical Department. Summary Returns of Manufactories and Works for the Year 1914, and the Period 1910–1914, and Report thereon. Adelaide, 1915. 6 pp. (Bulletin No. 4 of 1915.)*

This report is prepared by the Government statistician and gives summary data for all factories, workshops, or mills employing 4 or more persons, and of those employing machinery operated by power regardless of the number of persons employed, for the year 1914. The report may be said to be nearly analogous to the census of manufactures in the United States.

A comparison for the five-year period 1910–1914 shows that the total number of factories and workshops increased 3.5 per cent; the number using machinery 9.7 per cent; the number of persons employed decreased one-half of 1 per cent; the amount of horsepower employed in manufacturing increased 47.3 per cent. The total amount paid in salaries and wages increased 26.8 per cent; the average annually earned by each employee showed an increase of 27.5 per cent, the average for 1914 being £115 6s. 1d. (\$561.13) as compared with £90 8s. 10d. (\$440.13) for 1910. The expenditure on account of material consumed in manufacturing increased 18.5 per cent. The capital invested in building plant and machinery increased during the period 29.7 per cent, while the gross wholesale value on the premises of the output of the various establishments increased 18.2 per cent.



**Uruguay.**—*Dirección General de Estadística. Anuario Estadístico de la República Oriental del Uruguay. Libro XXIII, Años 1911 y 1912. Montevideo, 1915. xiv. 736 pp.*

Contains material usually found in yearbooks and presents it in detail for each governmental district, State, and important city generally for a period of two years. Of special interest to labor are those data relating to immigration, accidents (classified by occupations, age, and locality), and strikes and lockouts.

**Venezuela.**—*Ministerio de Fomento. Dirección General de Estadística. Anuario Estadístico de Venezuela, 1912. Caracas, 1915. xxi, 483 pp. 15 charts.*

This yearbook is the fifth of the series issued by Venezuela, and contains data for 1912 and 1913, with such comparable data as are available.

The material is classified under the titles following: Climatology, territory and population, instruction, religion, vital statistics, public aid, association, etc., judicial statistics, crimes, penal institutions, industry and commerce, with appendixes relative to State lands, natural products, registered trade-marks, and mineral land concessions in force.

**Victoria.**—*Government Statist. Victorian Yearbook, 1913-14, Thirty-fourth issue. Melbourne, 891 pp.*

Following the method of presentation for former issues of the yearbook, this number contains information concerning the political and social institutions of Victoria, its finance, population, communication, and transportation, municipal statistics, vital statistics, production and wealth, law and crime, and social conditions. A short summary is given of the main provisions of the workers' compensation act, passed in 1914. In the section dealing with the manufacturing industries are found data relating to the number of factories in the State, the number of persons employed therein, salaries and wages paid, and the value of the product manufactured. Factories are classified according to the number of persons employed, sex of employees, the number of children employed, material produced, and value of output. Rates of wages as reflected in the determinations of the wage boards are shown for different occupations. Information is also included concerning the operation of the land laws, and of the laws granting State loans to farmers and workers for the acquisition of land for homes for themselves.

## PERIODICAL PUBLICATIONS OF FOREIGN LABOR DEPARTMENTS AND BUREAUS.

In the pages following the various periodical publications issued by foreign departments and bureaus of labor are listed and the table of contents given. This list usually includes all the periodical publications received during the four weeks preceding the 15th of each month. Some countries, it will be noted, are not represented by any publication, while those of other countries have been somewhat irregular in their appearance since the beginning of the European war.

**Canada.**—*The Labor Gazette issued by the Department of Labor by order of Parliament, Ottawa.*

*September, 1915.*—Notes on current matters of industrial interest. Industrial and labor conditions during August, 1915: General summary; Reports of local correspondents; Reports of women correspondents. The Industrial Disputes Investigation Act, 1907: Proceedings during August, 1915; Text of draft of amended bill under consideration of Minister of Labor; Reports of board in dispute between Toronto hydro-electric commission and electrical workers; Contract work dispute at Bellevue mine; Alberta; Prices—Wholesale and retail, Canada, August, 1915; Fair wages schedules in Government contracts, August, 1915; Trade disputes, August, 1915; Industrial



accidents, August, 1915; Immigration and colonization; Building permits, August, 1915; Recent industrial agreements; Notes on official reports; Recent legal decisions affecting labor.

**Denmark.**—*Statistiske Efterretninger udgivet af det Statistiske Departement* [Copenhagen].

*August 28, 1915 (No. 19).*—Labor disputes in 1914; Retail prices, August, 1915; Liquor shops and saloons, 1914; Unemployment, June, 1915; Census of doctors, dentists, and veterinaries, 1915.

*September 15, 1915 (No. 20).*—Crops on hand under cultivation, 1915; Imports of grain and feeding stuffs, August 1, 1914, to July 31, 1915; Persons engaged in hand-working and manufacturing establishments; Statistics of dairying; Index number of the Economist.

**Finland.**—*Arbetsstatistisk Tidskrift utgifven af Industristyrelsen. Helsingfors.*

*No. 4, 1915.*—Factory inspection in Finland, 1913; Sickness among workers of the Finlayson & Co. cotton mill, 1911-12; Conditions in the hand-working trades in Finland, 1913; Benefit funds for working men, 1913; Reports of the labor exchanges, first quarter, 1915; Prices of various leather products; Prices of food commodities; Reports from foreign countries.

**Germany.**—*Reichsarbeitsblatt. Herausgegeben vom Kaiserlichen Statistischen Amte. Abteilung für Arbeiterstatistik. Berlin.*

*August, 1915.*—Labor market in Germany, July, 1915; Decrees of federal States making it obligatory for free employment offices to make reports for publication in the Labor Market Bulletin (*Arbeitsmarkt-Anzeiger*); Labor market in Berlin, July, 1915; Labor market in foreign countries (Switzerland, British Colonies); Employment offices and unemployment; Unemployment in Austria, December, 1914, to March, 1915; Unemployment in New York State; Housing and the war; Legislation: Decree of July 23, 1915, for the prevention of excessive prices; Decree of July 22, 1915, as to welfare work during the war; Social insurance: German social insurance during the war, continued; Activity of the industrial and commercial courts; Labor market statistics.

*September, 1915.*—Labor market in Germany; Labor market in foreign countries (Great Britain, Netherlands, France, Switzerland, and British Colonies); Employment offices and unemployment: Unemployment in German trade unions, August, 1915; Unemployment in foreign countries (Sweden, United States); Economic conditions during the war: Cooperative stores during the war. Labor disputes: Strikes and lockouts in Germany, second quarter, 1915. Labor conditions: Wage statistics of the local sick funds of Leipzig, Lubeck, and Strassburg in Alsace. Social insurance: Statistics of decisions relating to accident, invalidity, and survivors' insurance. Legislation: Decree of August 22, 1915, amending the decree against excessive prices of July 23, 1915; Decree of August 12, 1915, limiting the hours of labor in textile establishments; Decree of August 26, 1915, relating to insurance of salaried employees. Decisions of industrial courts. Statistical tables of the labor market.

**Great Britain.**—*The Board of Trade Labor Gazette. London.*

*August, 1915.*—Employment chart. The labor market in July. Special articles on Employment in Germany in June; Retail food prices in the United Kingdom; Retail food prices in Berlin in June; Retail food prices in Vienna in June; Retail food prices in Italy in May; Rise in the cost of living in Christiania; New measures in Germany against excessive food prices; Compulsory associations in the German coal-mining industry. Conciliation and arbitration cases. Reports on employment in the principal industries. Labor in the dominions. Board of Trade labor exchanges. Statistical tables: Prices of wheat, flour, and bread; Trade disputes; Changes in rates of wages; Sliding scale changes in wages; Pauperism; Diseases of occupations; Fatal industrial accidents; Unemployment insurance; Foreign trade; Distress committees; Passenger movement to and from the United Kingdom; Immigration to and emigration

from the United States in May; Emergency grants to trade unions. Legal cases, official notices, etc.

*September, 1915.*—Employment chart. The labor market in August. Special articles on Employment in Germany; Retail food prices in the United Kingdom; Retail food prices in Berlin; Retail food prices in Vienna; Rise in the cost of living in Copenhagen; Road board; Industrial cooperative societies in the United Kingdom in 1914; Coal output in the United Kingdom; Membership of trade unions in 1914; Agricultural returns for the United Kingdom; Monthly Review of the United States Bureau of Labor Statistics. Conciliation and arbitration cases. Reports on employment in the principal industries. Labor in the dominions. Labor in foreign countries. Board of Trade labor exchanges. Statistical tables: Trade disputes; Changes in rates of wages; Prices of wheat, flour, and bread; Diseases of occupations; Fatal industrial accidents; Unemployment insurance; Distress committees; Pauperism; Foreign trade; Cooperative wholesale societies; Passenger movement to and from the United Kingdom; Immigration to the United States in June. Official notices, etc.

**Italy.**—*Bollettino dell' Ufficio del Lavoro, Ministero di Agricoltura, Industria e Commercio. Rome. (Monthly.)*

*April, 1915.*—Operations of the employment agencies. Labor disputes: Strike of the marble rough finishers and general lockout in the marble industry in Carrara, and other strikes, by industries. Statistics of workmen employed on public works in October, November, and December, 1914. Retail prices of farm products and foods generally consumed by workmen's families, March, 1915. Municipal price regulation of foodstuffs. Hygiene of miners and workmen in the iron and steel industry. Workmen's housing in Italy, 1914. Labor legislation: Swiss factory law of June 18, 1914; Portugal: Three laws of January 22, 1915, regulating the hours of labor of commercial employees, workmen in industrial establishments, and of minors and women employed in industrial establishments. Contract of hire and working conditions of farm laborers in Switzerland. Working conditions and wages of workmen in the German clothing and underwear industry, 1912. Decisions of courts affecting labor.

— — — (*Semimonthly.*)

*August 1, 1915.*—Investigations and provisions relative to unemployment; Labor market, by localities and industries; Labor disputes; Retail prices, June, 1915; Employers' and employees' associations; Congresses and conventions; Maternity fund (ministerial decree relating to appointment of representatives of employers and employees to the administrative committee of the fund); Activities of the Office. Legislation relating to labor (extension of waiting time for the application of the Berne convention relating to prohibition of the use of white phosphorus in the match industry).

*August 16, 1915.*—Investigations and provisions relative to unemployment; Labor market, by localities and industries; Labor disputes; Employers' and employees' associations; Congresses and conventions; Activities of the Office; Legislation relating to labor (war measures); Social insurance.

*September 1, 1915.*—Investigations and provisions relative to unemployment; Labor market, by localities and industries; Labor disputes; Employers' and employees' associations; Congresses and conventions; Activities of the Office; Legislation relating to labor (war measures); Emigration (Italian emigration during 1914); Housing of workmen, first quarter, 1915; Application of labor laws (employees in the public transportation service). Decision of courts; Publications of the Office.

*September 16, 1915.*—Investigations and provisions relative to unemployment; Labor market, by locality; Labor disputes; Employers' and employees' associations; Congresses and conventions. Social insurance: Insurance of agricultural workmen against war risks. Retail prices, July, 1915; Employment on public works, statistics for the third and fourth quarter of 1914; Activities of the Labor Office; Legislation and decisions of courts relating to labor. Hygiene: Mortality from tuberculosis in Milan, 1903-1912. Prevention of lead poisoning of painters in England.



**Netherlands.**—*Maandschrift van het Centraal Bureau voor de Statistiek.* [The Hague.]

*August 31, 1915* (Vol. 10, No. 8).—Review of the labor market, July 1915, and for August, 1915 (harbors and fishing); Labor-market conditions in the briquette industry during the first part of the season up to July 15, 1915; Employment of interned soldiers in the industries of The Netherlands (conditions up to the close of August). Employment office reports for 1915; Unemployment and unemployment insurance, July, 1915; Unemployment in the building trades, second quarter, 1915; Strikes and lockouts, July, 1915; Wholesale and retail prices. Miscellaneous reports of social and economic import (population, housing, building inspection, pensions, industrial accidents, postal savings banks, war measures, trade union activities, factory inspection, 1913, emigration, 1914, etc.). Foreign countries and the war (Great Britain, Ireland, Austria, Sweden, Belgium). Foreign countries: Labor market; Employment offices; Strikes and lockouts; Wholesale and retail prices, etc. Statistical tables: Labor market (building, mines, harbor work); Employment exchanges, July, 1915; Building and housing inspection, July, 1915; Factory licenses, July, 1915; State revenues, July, 1915. Laws and official documents concerning railroad employes, etc.

**New South Wales.**—*Industrial Gazette issued by the Department of Labor and Industry.* Sydney.

*July, 1915.*—Introductory matter. The industrial situation, June, 1915: Industrial arbitration and the war; Questions of the cost of living and the minimum wage; Emergency legislation; Dislocations in industries; Employment and Unemployment. The statute law of industrial import in the State of New South Wales; Awards continued by and made under the Industrial Arbitration Act, 1912; Factories and Shops Act, 1912; Early closing acts; Records of conciliation committees; Judicial and quasi-judicial proceedings. Departmental records, June, 1915: Chief inspector of factories office; Gas examiner's office; Industrial registrar's office; Investigation office; Labor Exchanges. Records of industrial boards; Awards gazetted from June 10 to July 14, 1915; Industrial Agreements filed from June 10 to July 14, 1915; Abridgment of records; Compendium of titles to awards published in this part; Table of industrial agreements published in this part. Labor exchange supplement No. 4.

**New Zealand.**—*Journal of the Department of Labor.* Wellington.

*August, 1915.*—Labor. Conditions of employment and trade. Women's employment branches (reports). Union reports. Recent legal decisions. Industrial union levies. Master and servant. Recent legal decisions affecting labor in Great Britain. Statistical: Persons assisted to employment during July, 1915; Cooperative works in New Zealand; Accidents in factories reported up to July 27, 1915; Accidents reported under the scaffolding inspection act; Additional unions registered under the industrial conciliation and arbitration act, 1908; Additional unions canceled under the industrial conciliation and arbitration act, 1908; Current retail prices, July 15, 1915; Retail prices, June quarter, 1915; and War increases. Special articles on employment in Germany in March; Retail food prices in Berlin in March; Disabled sailors and soldiers.

**Spain.**—*Boletín del Instituto de Reformas Sociales. Publicación Mensual.* Madrid.

*August, 1915.*—Report of the Secretary's office and of the special divisions. Strikes, July, 1915. Retail prices October, 1914, to March, 1915, inclusive. Conventions and congresses. Proposed legislation.

**Sweden.**—*Sociala Meddelanden Utgivna av K. Socialstyrelsen.* Stockholm.

*No. 8, 1915.*—State and municipal measures pending the war: Reports of the state unemployment commission; Aid to unemployed tobacco workers; Organization of local unemployment aid; State war insurance bureau. The labor market, second quarter, 1915; Unemployment among trade union members, April 1, May 1, June 1,



1915; Form of statistics of consumption of alcohol; Agricultural credit for peasant proprietors; Norwegian trade disputes law; Cooperative stores movement, 1914; Strikes and lockouts in Sweden, first and second quarters, 1915; Reports of the factory inspectors, April-June, 1915; Reports of the factory inspectors on fatal industrial accidents. Brief notices: Labor disputes in Denmark, 1913, Netherlands, 1913-14; Report of the State insurance institute, January-July, 1915; Amended Norwegian sickness insurance law; Recent reports of the labor market (England, Finland, Germany); Travel aid to the unemployed; Public employment exchanges in Finland, 1914; Municipal poor relief, 1913; Retail prices in England, June, 1915; Deaths from tuberculosis in Sweden, 1906-1910. Public employment bureaus in Sweden, July, 1915; Review of retail prices of food commodities, July, 1915; Retail food prices in Sweden, 1904 to July, 1915; Retail prices by localities, July, 1915; Prices of farm animals in Sweden, 1904 to July, 1915; Fish prices in Stockholm, July, 1914, to July, 1915; Reports from the royal pension bureau.

### BUREAUS OF LABOR, INDUSTRIAL COMMISSIONS, ETC., AND THEIR CHIEF OFFICIALS.

State.	Name of bureau.	Name and title of chief official.		Location of bureau.
		Name.	Title.	
United States.....	Bureau of Labor Statistics.	Royal Meeker.....	Commissioner.....	Washington, D. C.
Arkansas.....	{Bureau of labor and statistics.	{J. C. Clary..... M. J. McMahon...	.....do..... Deputy commis- sioner.	Little Rock. Do.
California.....	Bureau of labor sta- tistics.	John P. McLaugh- lin.	Commissioner.....	948 Market Street, San Francisco.
Colorado.....	.....do.....	Axel Swanson.....	Deputy commis- sioner.	Denver.
Connecticut.....	Department of labor and factory inspec- tion.	Wm. S. Hyde.....	Commissioner.....	Hartford.
Georgia.....	{Department of com- merce and labor.	{H. M. Stanley..... J. T. Derry.....	.....do..... Assistant commis- sioner.	Atlanta. Do.
Hawaii.....	Department of immi- gration, labor, and statistics.	Ralph A. Kearns..	Acting commis- sioner.	Honolulu.
Idaho.....	Bureau of immigra- tion, labor, and sta- tistics.	S. J. Rich.....	Commissioner.....	Boise.
Illinois.....	Bureau of labor sta- tistics.	L. D. McCoy.....	Secretary.....	Springfield.
Indiana.....	Bureau of statistics....	T. W. Brolley.....	Chief.....	Indianapolis.
Iowa.....	Bureau of labor sta- tistics.	A. L. Urlick.....	Commissioner.....	Des Moines.
Kansas.....	Department of labor and industry.	P. J. McBride.....	.....do.....	Topeka.
Kentucky.....	Department of agricul- ture, labor, and sta- tistics.	J. W. Newman.....	.....do.....	Frankfort.
Louisiana.....	Bureau of labor and in- dustrial statistics.	Wm. McGilvray..	.....do.....	New Orleans.
Maine.....	Department of labor and industry.	Roscoe A. Eddy..	.....do.....	Augusta.
Maryland.....	Bureau of statistics and information.	Frank A. White..	Chief.....	Baltimore.
Massachusetts.....	Bureau of statistics....	C. F. Gettemy.... Alfred W. Donovan Mrs. Mary H. Dewey John F. Tobin..... James A. Donovan Dr. Alfred H. Quessey Edwin Mulready..	Director..... Chairman..... ..... ..... ..... Commissioner of Labor.	Boston. 721A New Albion Building, No. 1 Beacon Street, Boston.
Do.....	{State board of labor and industries (5 members)	{J. V. Cunningham.. Fred A. Zierleyn..	Commissioner..... Deputy commis- sioner.	Lansing. Do.
Michigan.....	Department of labor..	W. F. Houk.....	Commissioner.....	St. Paul.
Minnesota.....	Department of labor and industries.			

*Bureaus of labor, industrial commissions, etc., and their chief officials—Concluded.*

State.	Name of bureau.	Name and title of chief official.		Location of bureau.
		Name.	Title.	
Missouri.....	{Bureau of labor sta- tistics.	{J. T. Fitzpatrick... H. P. Reeds..... John L. Bradley... A. T. Edmonston..	{Commissioner..... Deputy commis- sioner..... do..... Supervisor of sta- tistics.....	{Jefferson City. Do. Do. Do.
Montana.....	Department of labor and industry.	W. J. Swindle- hurst.	Commissioner.....	Helena.
Nebraska.....	Bureau of labor and in- dustrial statistics.	Chas. W. Pool.....	Deputy commis- sioner.	Lincoln.
Nevada.....	Bureau of labor.....	W. E. Wallace.....	La b o r commis- sioner.	Carson City.
New Hampshire.....	do.....	J. S. B. Davie.....	Commissioner.....	Concord.
New Jersey.....	Department of labor..	{Lewis T. Bryant... John I. Holt.....	{do..... Assistant commis- sioner.	{Trenton. Do.
New York.....	{State industrial com- mission.	{John Mitchell..... Jas. M. Lynch..... Wm. H. H. Rogers.. Louis Wiard..... Edward P. Lyons.. Henry D. Sayer... M. L. Shipman.....	{Chairman..... do..... do..... do..... do..... Secretary..... Commissioner.....	{Albany. Address of board, 381 Fourth Ave- nue, New York City.
North Carolina.....	Department of labor and printing.			Raleigh.
North Dakota.....	Department of agricul- ture and labor.	R. F. Flint.....	do.....	Bismarck.
Ohio.....	{Industrial commission (3 commissioners).	{Wallace D. Yaple... Herbert L. Eliot... T. J. Duffy..... George L. Stough- ton.	{Chairman..... Vice chairman... do..... do..... Secretary.....	{Columbus. Do. Do. Do.
Oklahoma.....	Department of labor..	W. G. Ashton.....	Commissioner.....	Oklahoma.
Oregon.....	Bureau of labor statis- tics and inspection of factories and work- shops.	O. P. Hoff.....	do.....	Salem.
Pennsylvania.....	Department of labor and industry.	John P. Jackson..	Commissioner.....	Harrisburg.
Do.....	{Industrial board (5 members).	{John P. Jackson... Mrs. Samuel Sem- ple..... James C. Cronin... Geo. S. Comstock... Maj. John P. Wood..	{Commissioner of labor and indus- try..... do..... do..... do..... do.....	{Address of board, Harrisburg.
Philippine Islands.	Bureau of labor.....	Manuel Tinio.....	Director.....	Manila.
Porto Rico.....	do.....	F. C. Roberts.....	Chief.....	San Juan.
Rhode Island.....	Bureau of industrial statistics.	G. H. Webb.....	Commissioner.....	Providence.
South Carolina.....	Department of agricul- ture, commerce, and industries.	E. J. Watson.....	do.....	Columbia.
Texas.....	Bureau of labor sta- tistics.	C. W. Woodman..	do.....	Austin.
Utah.....	Bureau of immigration, labor, and statis- tics.	H. T. Haines.....	do.....	Salt Lake City.
Virginia.....	Bureau of labor and in- dustrial statistics.	J. B. Doherty.....	do.....	Richmond.
Washington.....	Bureau of labor.....	Edw. W. Olson.....	do.....	Olympia.
West Virginia.....	do.....	Jack H. Nightin- gale.	do.....	Charleston.
Wisconsin.....	{Industrial commission (3 commissioners).	{J. D. Beck..... Fred M. Wilcox... George P. Ham- brecht..... P. J. Watrous.....	{Chairman..... do..... do..... Secretary.....	{Madison. Do. Do. Do.

## STATE BUREAUS CHARGED WITH ENFORCEMENT OF FACTORY INSPECTION LAWS, AND CHIEF INSPECTION OFFICIALS.

State.	Name of bureau.	Name and title of chief official.		Location of bureau.
		Name.	Title.	
Alabama.....	.....	W. H. Oates, M. D..	Inspector of jails, almshouses, cotton mills, or factories.	Box 282, Montgomery.
Arkansas.....	Bureau of labor and statistics.	J. C. Clary.....	Commissioner.....	Little Rock.
Do.....	Department of health.	.....	Commissioner of health.	.....
California.....	Bureau of labor statistics.	John P. McLaughlin.	Commissioner.....	948 Market Street, San Francisco.
Do.....	Industrial accident board.	A. J. Pillsbury....	Chairman.....	Underwood Building, 525 Market Street, San Francisco.
Colorado.....	Bureau of labor statistics.	Alex. Swanson....	Deputy commissioner of labor and chief factory inspector.	Denver.
Connecticut.....	Department of labor and factory inspection.	J. J. McPartland..	Factory inspector.	Hartford.
Delaware.....	.....	Wm. Gibbons.....	Child labor inspector.	Ford Building, Wilmington.
		Miss Mary S. Malone.	Inspector for 10-hour law.	507 Washington Street, Wilmington.
		Dr. Wm. R. Messick.	Inspector of canneries.	Rehoboth Beach.
Florida.....	Office of State labor inspector.	J. C. Privett.....	State labor inspector.	Room 6, Baldwin Building, Jacksonville.
Illinois.....	Department of factory inspection.	Oscar F. Nelson..	Chief.....	608 South Dearborn Street, Chicago.
Indiana.....	Industrial board.....	Edgar A. Perkins.	Chief inspector....	Room 120, State Capitol, Indianapolis.
Iowa.....	Bureau of labor statistics.	A. L. Urick.....	Commissioner.....	Des Moines.
Kansas.....	Department of labor and industry.	P. J. McBride.....	Commissioner of labor and industry and ex officio State factory inspector.	Topeka.
Kentucky.....	Bureau of agriculture, labor, and statistics..	J. W. Newman....	Commissioner.....	Frankfort.
		Harry M. Leslie..	Labor inspector....	307 Kentucky Title Building, Louisville.
Louisiana.....	Bureau of statistics of labor.	Wm. McGilvray..	Commissioner.....	New Orleans.
Maine.....	Department of labor and industry.	Mrs. Martha D. Gould.	Factories inspector of Orleans Parish.	Room 11, City Hall, New Orleans.
		Roscoe A. Eddy..	Commissioner of labor and State factory inspector	Augusta.
Maryland.....	Bureau of statistics and information.	Frank A. White...	Chief.....	Baltimore.
Do.....	Women's 10-hour bureau.	Miss Sarah F. Martin.	Chief inspector....	Equitable Building, Baltimore.
Massachusetts.....	State board of labor and industries.	Alfred W. Donovan.	Chairman.....	721A New Albion Building, No. 1, Beacon Street, Boston.
Michigan.....	Department of labor..	Edwin Mulready..	Commissioner of labor.	Lansing.
		J. V. Cunningham.	Commissioner of labor and chief factory inspector	.....
Minnesota.....	Department of labor and industries.	W. F. Houk.....	Commissioner; chief inspector.	St. Paul.
Missouri.....	Department of factory inspection.	A. S. Johnston....	Chief inspector....	Fullerton Building, St. Louis.
Nebraska.....	Bureau of labor and industrial statistics.	Chas. W. Pool....	Deputy commissioner of labor and factory inspector.	Lincoln.
Nevada.....	Bureau of labor.....	W. E. Wallace....	Labor commissioner.	Carson City.



*State bureaus charged with enforcement of factory inspection laws, and chief inspection officials—Concluded.*

State.	Name of bureau.	Name and title of chief official.		Location of bureau.
		Name.	Title.	
New Hampshire....	Bureau of labor.....	J. S. B. Davie....	Labor commis- sioner and fac- tory inspector.	Concord.
Do.....	Board of health.....	Irving A. Watson, M. D.	Secretary.....	
New Jersey.....	Department of labor..	Lewis T. Bryant..	Commissioner.....	Trenton.
New York.....	State industrial com- mission.	John Mitchell....	Chairman.....	Albany.
Ohio.....	Industrial commission.	(Wallace D. Yaple. T. P. Kearns.....	Chairman..... Chief deputy, di- vision of work- shops, factories, and public buildings.	Columbus.
Oklahoma.....	Department of labor..	C. L. Daugherty...	Commissioner.....	Guthrie.
Oregon.....	Bureau of labor statis- tics and inspection of factories and work- shops.	O. P. Hoff.....	Commissioner of labor and factory inspector.	Salem.
Do.....	Child labor commis- sioner.	H. G. Kundret....	Chairman.....	
Pennsylvania.....	Bureau of inspection, department of labor and industry.	John Price Jackson Lew R. Palmer...	Commissioner..... Chief inspector....	Harrisburg.
Rhode Island.....	Office of factory inspec- tors.	J. Ellery Hudson..	.....do.....	
South Carolina.....	Department of agricul- ture, commerce, and industries.	E. J. Watson.....	Commissioner.....	Room 306, State House, Provi- dence, Colum- bia.
Tennessee.....	Department of work- shop and factory in- spection.	W. L. Mitchell....	Chief inspector....	Nashville.
Do.....	State board of health..	.....	.....	
Texas.....	Bureau of labor statis- tics.	C. W. Woodman...	Commissioner.....	Austin.
Utah.....	Bureau of immigration, labor, and statistics.	H. T. Haines.....	.....do.....	Salt Lake City.
Vermont.....	Office of factory inspec- tor.	Allan Calhoun....	Factory inspector	Middleburg.
Virginia.....	Bureau of labor and in- dustrial statistics.	J. B. Doherty.....	Commissioner.....	Richmond.
Washington.....	Bureau of labor.....	Edward W. Olson.	Commissioner of labor.	Olympia.
West Virginia.....	.....do.....	Jack H. Nightin- gale.	Commissioner.....	Wheeling.
Wisconsin.....	Industrial commission.	(J. D. Beck..... C. W. Price.....	Chairman..... Assistant to com- mission.	Madison.

<sup>1</sup> The first deputy commissioner of labor is inspector general of the State. The State is divided into 2 factory inspection districts with a chief factory inspector under the commissioner of labor in charge of each.

**MINIMUM WAGE BOARDS.****Arkansas.**—Minimum Wage Commission (3 members):

J. C. Clary.

Miss Eva Reichardt.

Miss Mary H. McCabe.

**California.**—Industrial Welfare Commission (5 members):

Hon. Frank J. Murasky, judge of superior court, chairman.

Mrs. Katherine Philips Edson.

A. B. C. Dohrmann.

A. Bonnheim.

Walter G. Matthewson.

H. A. Scheel, secretary.

Address of commission: San Francisco.

**Colorado.**—State Wage Board (3 members):

W. H. Kistler, president.

Mrs. Martha Slothower.

Mary C. Porter.

Address of board: Capitol Building, Denver.

**Kansas.**—Minimum Wage Commission (3 members):

P. J. McBride, chairman.

John Craddock.

Mrs. Genevieve M. Chalkley.

**Massachusetts.**—Minimum Wage Commission (3 commissioners):

Rev. Robert Bisbee, chairman.

Arthur N. Holcombe.

Mabel Gillespie.

E. Nathalie Matthews, secretary.

Address of commission: Rooms 720-721, New Albion Building, 1 Beacon Street Boston.

**Minnesota.**—Minimum Wage Commission (3 members):

W. F. Houk, commissioner of labor, chairman.

A. H. Lindeke.

Eliza P. Evans, secretary.

Address of commission: St. Paul.

**Nebraska.**—Minimum Wage Commission:

Not yet appointed.

**Oregon.**—Industrial Welfare Commission (3 members):

Edwin V. O'Hara, chairman.

Bertha Moores.

Amedee M. Smith.

Miss Caroline J. Gleason, secretary.

Address of commission: 610 Commercial Block, Portland.

**Utah.**—No board. Commissioner of immigration, labor, and statistics charged with enforcement of law.

**Washington.**—Industrial Welfare Commission (5 members):

Edw. W. Olson, commissioner of labor, chairman.

Mrs. Jackson Silbaugh, secretary.

M. H. Marvin.

Mrs. Florence H. Swanson.

Mrs. W. H. Udall.

Address of commission: Olympia.

**Wisconsin.**—Industrial Commission (3 commissioners):

J. D. Beck, chairman.

Fred M. Wilcox.

George P. Hambrecht.

P. J. Watrous, secretary.

Address of commission: Madison.

**WORKMEN'S COMPENSATION AND INSURANCE COMMISSIONS.**

**California.**—Industrial Accident Commission (3 commissioners):

A. J. Pillsbury, chairman.

Will J. French.

Harris Weinstock.

H. L. White, secretary.

Address of commission: Underwood Building, 525 Market Street, San Francisco.

**Colorado.**—Industrial Commission:

Gov. George A. Carlson, chairman.

E. E. McLaughlin.

W. C. Williams.

F. P. Lennon.

John E. Ramer, secretary of state, secretary ex officio.

**Connecticut.**—Workmen's Compensation Commission (5 commissioners):

Geo. E. Beers, chairman, New Haven.

Edward T. Buckingham, secretary, Bridgeport.

George B. Chandler, 209 Pearl Street, Hartford.

Dr. James J. Donohue, Willimantic.

Frederic M. Williams, chairman, Waterbury.

**Illinois.**—Industrial Board (3 members):

J. B. Vaughn, chairman.

P. J. Angsten.

Robert Eadie.

W. V. Conley, secretary.

Address of board: 1003-1004 City Hall Square Building, Chicago.

**Indiana.**—Industrial Board:

E. H. Perkins.

Chas. R. Hughes.

Samuel R. Artman.

H. S. Landers, secretary.

**Iowa.**—Iowa Industrial Commission:

Warren Garst, commissioner.

Address: Des Moines.

**Maine.**—Industrial Accident Board:

Eben F. Littlefield, chairman.

E. J. Carter.

R. G. Eddy.

**Maryland.**—Industrial Accident Commission:

John B. Hanna, chairman.

Charles D. Wagaman.

James Higgins.

Howard C. Hill, secretary.

Address: Baltimore.

**Massachusetts.**—Industrial Accident Board (5 members):

Frank J. Donahue, chairman.

Dudley M. Holman.

David T. Dickinson.

Thomas F. Boyle.

Joseph A. Parks

Robert E. Granfield, secretary and executive officer.

Address of board: New Albion Building, 1 Beacon Street, Boston.

**Michigan.**—Industrial Accident Board (3 members):

John E. Kinnane, chairman.

J. A. Kennedy.

Thos. B. Gloster.

Gilbert N. Dickson, secretary.

Address of board: Oakland Building, Lansing.

**Montana.**—Industrial Accident Board:

A. E. Spriggs, chairman.

William Keating.

W. J. Swindlehurst.



**Nevada.**—Industrial Commission (3 members):

John J. Mullin, chairman.

H. A. Lemmon.

William E. Wallace.

Address of commission: Carson City.

**New Jersey.**—Employers' Liability Commission (6 members):

Wm. B. Dickson, president.

Samuel Botterill.

J. Wm. Clark.

John T. Cosgrove.

Walter E. Edge.

Edward K. Mills.

Wm. E. Stubbs, secretary.

Address of commission: Trenton.

**New York.**—State Industrial Commission:

John Mitchell, chairman.

Jas. M. Lynch.

Wm. H. H. Rogers.

Louis Wiard.

Edward P. Lyons.

Henry D. Sayer, secretary.

Address of commission: Capitol Building, Albany.

**Ohio.**—Industrial Commission (3 commissioners):

Wallace D. Yaple, chairman.

Herbert L. Eliot, vice chairman.

T. J. Duffy.

George L. Stoughton, secretary.

Address of commission: Columbus.

**Oklahoma.**—Industrial Commission:

A. A. McDonald, chairman.

W. C. Jackson.

W. L. Blessing.

**Oregon.**—State Industrial Accident Commission (3 commissioners):

Wm. A. Marshall, chairman.

Harvey Beckwith.

C. D. Babcock.

F. W. Hinsdale, secretary.

Address of commission: Salem:

**Pennsylvania.**—Workmen's Compensation Board:

Harry Mackey, chairman.

J. W. Leech.

John A. Scott.

**Texas.**—Industrial Accident Board (3 members):

T. H. McGregor, chairman.

Henderson Fowles.

J. H. Fricke.

W. R. Long, secretary.

Address of board: Austin.

**Vermont.**—Industrial Accident Board:

Robert W. Simonds, chairman.

Sanford Daniels.

Fred T. Pease.

**Washington.**—Industrial Insurance Commission (3 commissioners):

Floyd L. Daggett, chairman.

Clarence Parker.

Ambrose B. Ernst.

P. Gilbert, secretary.

Address of commission: Olympia.

**West Virginia.**—Compensation Commissioner:

Lee Ott, commissioner.

C. L. Topping, secretary.

**Wisconsin.**—Industrial Commission (3 commissioners):

J. D. Beck, chairman.

Fred M. Wilcox.

George P. Hambrecht.

P. J. Watrous, secretary.

Address of commission: Madison.

**BUREAUS OF LABOR IN FOREIGN COUNTRIES.**

Country.	Name of bureau.	Chief official.	Location of bureau.	Title of publication.	Frequency of issue.
Argentina....	Departamento Nacional del Trabajo.	Presidente..	Buenos Aires.	Boletin del Departamento nacional del Trabajo.	Monthly.
Australia.....	Labor and Industrial Branch (Bureau of Census and Statistics, Department of Home Affairs).	Commonwealth Statistician.	Melbourne..	Labour Bulletin..	Quarterly.
New South Wales.	Department of Labor and Industry.	Minister of Labor and Industry.	Sydney.....	New South Wales Industrial Gazette.	Monthly.
Queensland.	Department of Labor.....	Director.....	Brisbane.....	.....	.....
Austria.....	K. K. Arbeitsstatistisches Amt im Handelsministerium.	Vorstand...	Vienna.....	Soziale Rundschau	Do.
Belgium.....	Office du Travail (Ministère de l'Industrie et du Travail).	Directeur General.	Brussels.....	Revue du Travail.	Do.
Canada.....	Department of Labor.....	Minister of Labor.	Ottawa.....	Labour Gazette...	Do.
Ontario....	Bureau of Labor (Department of Public Works).	Secretary...	Toronto.....	.....	.....
Chile.....	Oficina de Estadística del Trabajo.	Jefe.....	Santiago.....	Boletin de la Oficina del Trabajo.	Do.
Denmark.....	Direktoratet for arbejds, og fabriktilsynet.	Direktor....	Copenhagen.	.....	.....
Finland.....	Industriстыrelsen (Kejsarliga Senaten).	...do.....	Helsingfors.	Arbetsstatistisk Tidskrift.	Bimonthly.
France.....	Office du Travail (Ministère du Travail et de la Prévoyance Sociale).	Directeur...	Paris.....	Bulletin du Ministère du Travail et de la Prévoyance Sociale.	Monthly.
Germany.....	Abteilung für Arbeiterstatistik, Kaiserliches Statistisches Amt (Ministerium des Innern).	Präsident...	Berlin.....	Reichsarbeitsblatt	Do.
Great Britain.	Department of Labor Statistics (Board of Trade).	Director.....	London.....	Board of Trade Labour Gazette.	Do.
Greece.....	Division of Labor and Social Welfare (Department of Industry) (Tmema Ergasias Kai Koinonkes Pronoias—Upourgeo tes Ethnikes Oikonomias).	.....	Athens.....	.....	.....
Italy.....	Ufficio del Lavoro (Ministero di Agricoltura, Industria e Commercio).	Direttore Generale.	Rome.....	Bollettino dell' Ufficio del Lavoro.	Monthly, semi-monthly.
Mexico.....	Departamento del Trabajo	.....	Mexico City.	Boletin del Departamento del Trabajo.	Monthly.
Netherlands..	Directie van den Arbeid (Departement van Landbouw, Nijverheid en Handel).	Directeur Generaal.	The Hague..	.....	Do.

*Bureaus of labor in foreign countries—Concluded.*

Country.	Name of bureau.	Chief official.	Location of bureau.	Title of publication.	Frequency of issue.
New Zealand.	Department of Labor. ....	Minister of Labor.	Wellington..	Journal of the Department of Labour.	Monthly.
Norway.....	Socialavdelingen (Departementet for Sociale Saker, Handel, Industri og fiskeri).	Direktor....	Christiania..	Sociale Meddelelser	Bimonthly.
Peru.....	(1).....	.....	.....	.....	.....
Porto Rico...	Negociado del Trabajo.	Jefe.....	San Juan...	Boletín.....	Irregular.
Portugal.....	República do trabalho industrial (Direcção geral do comércio e indústria) Ministério do fomento.	.....	Lisbon.....	Boletim do Trabalho Industrial.	Do.
Roumania....	(2).....	.....	.....	.....	.....
Servia.....	Section for Industry, Trade, and Social Legislation (Ministry of Political Economy) (Ministar Narodne Privrede).	.....	Sofia.....	.....	.....
South Africa..	(3).....	.....	.....	.....	.....
Spain.....	Instituto de Reformas Sociales.	Secretario General.	Madrid.....	Boletín del Instituto de Reformas Sociales.	Monthly.
Do.....	Dirección General de Comercio, Industria y Trabajo.	Director.....	.....do.....	Boletín Oficial de Comercio, Industria y Trabajo.	Do.
Sweden.....	K. K. Socialstyrelsen.....	Direktor....	Stockholm..	Sociale Meddelanden.	Do.
Switzerland..	Secretariat Ouvrier Suisse (semiofficial).	Secrétaire...	Zurich.....	.....	.....
Uruguay.....	Oficina del Trabajo (Ministero de Industrias, Trabajo e Instrucción Publica).	.....	Montevideo.	Boletín de la Oficina del Trabajo.	Quarterly.
International.	International Labor Office.	Director.....	Basel, Switzerland.	Bulletin.....	Irregular.

<sup>1</sup> Special labor division in the police department created in 1913, but its scope of investigation, etc., limited to the cities of Lima and Callao.

<sup>2</sup> A general ministry of commerce and industry.

<sup>3</sup> Only a public employment office (labor department) in the ministry of mines and industry.



U. S. DEPARTMENT OF LABOR  
BUREAU OF LABOR STATISTICS

ROYAL MEEKER, Commissioner

DEC 15 1915

# MONTHLY REVIEW

OF THE

U. S. BUREAU OF LABOR STATISTICS

VOLUME I—DECEMBER, 1915—NUMBER 6



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# MONTHLY REVIEW

OF THE

## U. S. BUREAU OF LABOR STATISTICS

VOL. I—NO. 6

WASHINGTON

DECEMBER, 1915

### FEDERAL EMPLOYMENT WORK OF THE DEPARTMENT OF LABOR.

Reports furnished by the Division of Information of the department show that, in October, 1,104 applications for help were received. The number of positions open was 5,423. In September the corresponding figures were 1,204 and 4,551, respectively.

The list of branch employment offices reported varies from month to month; only those which report having received applications or assisted in securing employment are included in the list reported for the month.

The table following shows number of applications for positions, and number of places filled, with the number of applications for positions per 100 places filled, August to October, 1915:

TOTAL APPLICATIONS MADE TO THE DIVISION OF INFORMATION OF THE BUREAU OF IMMIGRATION, PLACES FILLED, AND NUMBER OF APPLICATIONS PER 100 PLACES FILLED, AUGUST TO OCTOBER, 1915.

Month.	Applicants for position.	Places filled.	Number of applications per 100 places filled.
August.....	17,827	6,757	263.8
September.....	13,334	5,405	246.7
October.....	12,215	5,006	244.0
Total.....	43,376	17,168	252.7

The table following shows the results of the activities of the division for the month of October, by distributing offices, totals in the various zones, and totals for the entire service:

#### SUMMARY OF ACTIVITIES FOR THE MONTH OF OCTOBER, 1915.

Zone.	Opportunities received.		Applications for employment.		
	Applications for help.	Number of persons applied for.	Applications received.	Referred to employment.	Number actually employed.
1. Boston, Mass.....	2	11	22		
Portland, Me.....	4	4	4	4	4
Total.....	6	15	26	4	4
2. New York, N. Y.....	159	333	1,077	396	325
Buffalo, N. Y.....	5	5	82	15	3
Total.....	164	338	1,159	411	328

## SUMMARY OF ACTIVITIES FOR THE MONTH OF OCTOBER, 1915—Continued.

Zone.	Opportunities received.		Applications for employment.		
	Applica- tions for help.	Number of persons applied for.	Applica- tions received.	Referred to employ- ment.	Number actually employed.
3. Philadelphia, Pa.....	35	142	429	190	151
Pittsburgh, Pa.....	19	235	413	85	51
Total.....	54	375	842	275	202
4. Baltimore, Md.....	23	29	184	211	211
5. Norfolk, Va.....	6	9	65	26	17
6. Jacksonville, Fla.....	2	2	33	1	1
Charleston, S. C.....	3	103	206	119	119
Savannah, Ga.....	4	16	20	6	4
Mobile, Ala.....	1	1	11	.....	.....
Birmingham, Ala.....	8	491	147	22	22
Total.....	18	613	417	148	146
7. New Orleans, La.....	.....	.....	9	49	4
Memphis, Tenn.....	2	3	69	3	3
Total.....	2	3	78	52	7
8. Galveston, Tex.....	2	3	14	2	.....
El Paso, Tex.....	.....	.....	1	.....	.....
Albuquerque, N. Mex.....	.....	.....	3	.....	.....
Total.....	2	3	18	2	.....
9. Cleveland, Ohio.....	5	5	47	17	8
10. Chicago, Ill.....	52	2,485	3,507	2,681	2,675
Sault Ste. Marie, Mich.....	9	74	91	50	48
Indianapolis, Ind.....	5	80	110	90	72
Detroit, Mich.....	.....	.....	.....	75	.....
Total.....	66	2,639	3,708	2,896	2,795
11. Minneapolis, Minn.....	41	44	27	14	14
12. St. Louis, Mo.....	9	48	52	17	17
Kansas City, Mo.....	30	140	339	163	135
Total.....	39	188	391	180	152
13. Denver, Colo.....	8	10	16	6	3
Salt Lake City, Utah.....	.....	.....	1	.....	.....
Total.....	8	10	17	6	3
14. Helena, Mont.....	1	8	5	10	.....
Moscow, Idaho.....	.....	.....	5	5	.....
Total.....	1	8	10	15	.....
15. Seattle, Wash.....	12	32	1,462	49	42
Aberdeen, Wash.....	7	18	161	18	18
Bellingham, Wash.....	4	5	49	4	4
Everett, Wash.....	2	2	53	15	7
North Yakima, Wash.....	286	481	1,325	481	480
Spokane, Wash.....	22	39	94	42	42
Tacoma, Wash.....	14	45	185	45	42
Walla Walla, Wash.....	28	41	124	40	40
Wenatchee, Wash.....	61	93	65	93	92
Total.....	436	756	3,518	787	767
16. Portland, Oreg.....	47	114	284	114	113
17. San Francisco, Cal.....	109	160	878	153	117
18. Los Angeles, Cal.....	1	1	151	1	1
San Diego, Cal.....	75	112	392	147	120
Tucson, Ariz.....	1	1	3	1	1
Total.....	77	114	546	149	122
Total for all zones.....	1,104	5,423	12,215	5,460	5,006



**IMMIGRATION, AUGUST TO NOVEMBER, 1915.**

The regular monthly bulletin for October of the Bureau of Immigration is not available so as to make inclusion of data from it possible. The following figures showing the continued decline in immigration as a result of the war in Europe are taken from a leaflet sent out by the bureau November 17, 1915. From this it appears that during the period August 1 to November 16 there arrived at all ports of the United States in 1913, 525,812 immigrants, and during the same period of 1914 there arrived 168,854, a decline of 67.9 per cent. During the same period, August 1 to November 16, 1915, the number arriving was 113,082, or a decline of 33 per cent over 1914. Compared with the period August 1 to November 16, 1913, there was a decline of 78.5 per cent.

**CONCILIATION WORK OF THE DEPARTMENT OF LABOR,  
OCTOBER 18 TO NOVEMBER 13, 1915.**

On the authority contained in the organic act of the department to mediate in labor disputes and to appoint commissioners of conciliation in his discretion, the Secretary of Labor, through the commissioners of conciliation, exercised his good offices in eight labor disputes between October 18 and November 13, 1915. The employees involved in these controversies, the numbers affected, and the results secured, so far as available, are shown in the following statement:

NUMBER OF LABOR DISPUTES HANDLED BY THE DEPARTMENT OF LABOR  
THROUGH ITS COMMISSIONERS OF CONCILIATION, OCT. 18 TO NOV. 13, 1915.

Name.	Workmen affected.		Result.
	Directly.	Indirectly.	
Strike, Eagle Lock Co., Terryville, Conn.....	1,200	.....	Amicable adjustment.
Strike, lace makers, Zion City, Ill.....	73	200 to 400	Pending.
Strike, freight handlers, Boston & Albany, Boston & Maine, and New Haven R. R., Boston, Mass.....	2,500	.....	Do.
Essex Rubber Co., Trenton, N. J.....	350	.....	Amicable adjustment.
Strike, Nashua Manufacturing Co., Nashua, N. H.....	3,500	3,500	Pending.
Strike, textile workers, Greenville, S. C.....	.....	.....	Do.
Strike, textile workers, Anderson, S. C.....	.....	.....	Do.
Strike, Jackson Mills, Nashua, N. H.....	.....	.....	Do.

**STRIKES AND LOCKOUTS IN THE UNITED STATES DURING JULY, AUGUST, SEPTEMBER, AND OCTOBER, 1915.**

According to data compiled by the United States Bureau of Labor Statistics from newspapers and other sources, the number of strikes and lockouts during the four months, July to October, inclusive, was 468. The total number of strikes and lockouts occurring during the 10 months of the calendar year, including the important strikes that began prior to January 1, 1915, but remained unsettled on that date,

was 1,126. The total number of strikes and lockouts during the year 1914 was, according to the bureau's data, 1,080.

In the following tables giving the strikes and lockouts during July to October, 1915, are included only new strikes that started during the month named. Inasmuch as strikes that start toward the end of a month are sometimes not reported till the following month, the number of strikes recorded for October is not complete. The strikes were distributed among the months as follows:

NUMBER OF STRIKES AND LOCKOUTS, JULY TO OCTOBER, 1915, BY MONTHS.

	July.	August.	September.	October.	Total.
Strikes.....	89	130	140	83	442
Lockouts.....	5	6	8	7	26
Total.....	94	136	148	90	468

The number of strikes during the months of July, August, September, and October is comparatively large, due to some extent to the method by which they have been called. In an unusually large proportion of the cases, however, the strikes were of short duration. Ordinarily a trade in a given locality makes demands on all the shops in its jurisdiction collectively and orders one strike on all shops refusing to accede to the demands. In several trades during the past four months, however, the practice has been to make demands on individual shops one after the other and to order strikes in such cases as seemed advisable.

Many of the strikes, as well as many demands settled without strike, especially among the metal workers, were due to the extraordinary activity of establishments engaged in the manufacture of war supplies. In the middle and latter part of July a series of strikes followed one another in rapid succession in New York and neighboring States. In all these strikes the attitude of the strikers seems to have been that great profits were being made by employers, and that while work was being carried on at high pressure labor was not getting its fair share of the returns. The general demand was for an eight-hour day with the same wages or a slight increase over the wages formerly received. In several instances the men were granted all their demands, but in the majority of cases a compromise was effected.

The series opened with the longshoremen's strike in New York City July 21. It ended a few days later with the making of a compromise agreement.<sup>1</sup> At the same time strikes occurred in New York City and in Bridgeport, Conn., which extended to neighboring cities in the State, to Rhode Island, Massachusetts, New Jersey, Ohio, and the West. One hundred and two distinct strikes and six lockouts of machinists are recorded, nearly one-fourth of all the strikes reported

<sup>1</sup> See Monthly Review, October, 1915, pp. 34, 35.

during the four months' period. The need for workers led many employers to make terms with the strikers as early as possible. The success of the machinists led others to make demands in their industries. Thus between July 1 and October 31, 88 strikes occurred in Connecticut, and many demands were adjusted without strike, and this is a State in which only 21 strikes occurred during the year 1914.

Next to the machinists' strikes the strike in the clothing industry in Chicago has been the most prominent. The building-trades strike, which started in May and involved upwards of 50,000 people, was adjusted by the end of July. The beginnings of unrest in the clothing industry in Chicago were apparent in August, when a short strike was successfully carried out in one shop. Mutterings of discontent continued to be heard, and after a month of parleying 25,000 garment workers were called out on strike September 27. This strike was accompanied by clashes between the police and strike sympathizers.

The oil strikes at Bayonne, N. J., have been considered by many as connected with the munitions strike. They started July 19, and were accompanied with considerable rioting.

The number of strikers and persons locked out in 259 of the strikes and 18 of the lockouts (which includes all from which the bureau has received the data) was as follows:

NUMBER OF PERSONS INVOLVED IN STRIKES AND LOCKOUTS SO FAR AS REPORTED.

	July.	August.	September.	October.	Total.
Strikes.....	31,286	43,215	74,564	38,043	187,108
Lockouts.....	261	812	159	1,948	3,180
Total.....	31,547	44,027	74,723	39,991	190,288

In 348 strikes and 22 lockouts the causes of the disturbances were given.

NUMBER OF STRIKES BY CAUSES, JULY TO OCTOBER, 1915.

Cause.	July.	August.	September.	October.	Total.
For wage increase.....	32	27	46	14	119
For reduction of hours.....	1	14	12	19	46
Wages and hours.....	4	18	26	11	59
Recognition of the union.....	4	4	3	.....	11
Recognition and wages.....	3	3	2	2	10
Recognition and hours.....	.....	.....	1	.....	1
Recognition, wages, and hours.....	.....	.....	.....	1	1
General conditions.....	5	8	2	3	18
Conditions and wages.....	1	1	.....	.....	2
Conditions and hours.....	.....	2	.....	1	3
Conditions, wages, and hours.....	.....	.....	1	.....	1
Union men discharged.....	3	6	3	5	17
Nonunion men employed.....	5	3	2	2	12
Against reduction of wages.....	7	4	.....	1	12
Over the agreement.....	1	3	6	1	11
Discrimination.....	.....	2	1	1	4
Discrimination, wages, and hours.....	1	1	1	1	4
Against increase in hours.....	1	1	1	.....	3
Jurisdictional.....	3	.....	.....	.....	3
Miscellaneous.....	3	4	2	2	11
Total.....	74	101	109	64	348



## NUMBER OF LOCKOUTS BY CAUSES, JULY TO OCTOBER, 1915.

Cause.	July.	August.	Septem-ber.	October.	Total.
Agreement.....	2	1	1	.....	4
Conditions.....	.....	1	.....	1	2
Organization.....	1	1	1	1	4
Recognition.....	.....	.....	2	.....	2
Miscellaneous.....	3	1	3	3	10
Total.....	6	4	7	5	22

From these tables it appears that in nearly 80 per cent of the strikes the question of wages or hours was involved.

The distribution among the more important occupations was as follows:

## NUMBER OF STRIKES AND LOCKOUTS IN SPECIFIED OCCUPATIONS, BY MONTHS, JULY TO OCTOBER, 1915.

Occupation.	Strikes.				Lockouts.				Total.
	July.	August.	September.	October.	July.	August.	September.	October.	
Bakers.....	1	1	1	2	2	1	2	2	12
Brewery workers.....	1	2	1	.....	.....	.....	.....	.....	4
Building trades.....	11	11	16	5	.....	1	.....	1	45
Clothing.....	5	19	9	1	.....	.....	.....	.....	34
Chemical workers.....	1	2	1	1	.....	.....	.....	.....	5
Coopers.....	3	.....	.....	.....	.....	.....	.....	.....	3
Furniture workers.....	2	2	3	4	.....	.....	.....	.....	11
Iron and steel workers.....	4	3	3	2	.....	.....	.....	.....	12
Laborers.....	3	4	.....	2	.....	.....	.....	.....	9
Laundry workers.....	1	2	.....	.....	.....	.....	.....	.....	3
Longshoremen.....	1	.....	6	.....	.....	.....	.....	.....	7
Metal workers.....	19	34	43	41	2	2	4	3	148
Miners.....	8	3	2	2	.....	.....	.....	.....	15
Moving-picture operators.....	.....	1	1	1	.....	1	1	.....	5
Paper makers.....	.....	.....	5	.....	.....	.....	.....	.....	5
Printers.....	1	1	1	.....	.....	.....	.....	.....	3
Railroad workers.....	1	3	11	3	.....	.....	.....	.....	18
Rubber workers.....	1	2	2	1	.....	.....	.....	.....	6
Street-railway employees.....	2	3	3	1	.....	.....	.....	.....	9
Teamsters.....	1	4	5	1	.....	.....	.....	.....	11
Textile workers.....	5	9	6	5	.....	.....	1	.....	26
Miscellaneous.....	18	24	21	11	1	1	.....	1	77
Total.....	89	130	140	83	5	6	8	7	468

## COMPULSORY INDUSTRIAL DISPUTES INVESTIGATION ACT OF COLORADO.

The Legislature of Colorado at its session this year enacted a law embodying provisions relative to labor disputes that differs from any other existing legislation in this country, resembling in several respects the well-known Canadian Industrial Disputes Act.

The act in question is chapter 180, Acts of 1915, creating an industrial commission with a wide range of powers. Among the duties of the commission is that of doing all in its power to promote the voluntary adjustment of labor disputes, with a view to avoid "the necessity of resorting to strikes, lockouts, boycotts, blacklists, dis-

criminations and legal proceedings in matters of employment." The commission may act directly, or it may appoint temporary boards of arbitration, providing also for their necessary expenses. Hearings and investigations may be conducted by the commission or a board, deputy, agent or committee, and findings, orders, awards, or decisions, when approved and confirmed by the commission, are to be deemed the conclusions of the commission. Power to enforce the attendance of witnesses, administer oaths, require the production of books, papers, etc., is conferred on the commission, or a board appointed by it, to the same extent as such power is vested in a court of record in civil cases. Parties to proceedings may be compelled to give evidence as witnesses, and evidence is not restricted to that of a strictly legal nature, but such as seems fit in equity and good conscience may be accepted.

Employers and employees must give at least 30 days' notice of any intended change affecting conditions of employment as regards wages or hours. If an investigation has been begun, and until the dispute has been finally dealt with by the commission or board, the existing status must be maintained, and the relationship of employer and employee continued "uninterrupted by the dispute or anything arising out of the dispute." Any attempt at delay in order to maintain a continuation of the status is punishable as a misdemeanor. It is also made unlawful for any employer to declare or cause a lock-out, or for any employee to go on strike, on account of any dispute, prior to or during an investigation, hearing or arbitration of such dispute under the provisions of the act. Suspension or discontinuance of any industry or of work for any employer not constituting a lockout or a strike is not forbidden; nor does the cessation of operations in any industry not affected with a public interest come within the prohibition of the act. Employers may declare lockouts and employees may strike without violating the statute if they choose to do so after a dispute has been duly investigated, heard or arbitrated under the provisions of the act.

Determination by the commission or a board are binding only when the parties to a dispute have either agreed in writing prior to action that they will abide by the conclusions reached, or have accepted the action of the commission or board after the same has been made known to them. Penalties are provided for violations of the act by employers or by employees, as well as by any person who incites, encourages or aids in any manner acts by either employers or employees in contravention of the provisions of the statute.

Awards and findings in regard to labor disputes are within the general provisions of the act as to rehearings on points objected to,

and appeals to courts. Such appeals lie to procure the modification or vacation of any order or ruling made, on the ground that it is unlawful or unreasonable, and such actions take precedence in time over all civil cases of a different nature. The only grounds upon which the court can act are that the commission acted without or in excess of its powers; that the finding, order, or award was procured by fraud; that the findings of fact by the commission do not support the order or award; or that the award does not do substantial justice to the parties. If further objection is made, the matter may be brought before the Supreme Court on a writ of error for a final review of the order or judgment.

The effect of the act is, in brief, to furnish a compulsory system of investigation, requiring the continuance of the status pending such action, whether applied for or not, no act in furtherance of a dispute being permissible by either party until the matter has been gone into by an official body.

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### **COLORADO FUEL & IRON CO. INDUSTRIAL REPRESENTATION PLAN.**

The Colorado Fuel & Iron Co. recently outlined and submitted to its employees a plan for the settlement of industrial disputes between the company and its employees and for regulating conditions of employment. This plan of representation is probably the outcome of the recent troubles and disturbances which have occurred in Colorado among the employees of that company, running over a period of a few years past. The plan is termed an agreement between the company and its employees, and was submitted to their vote for ratification. It was first submitted for consideration at a joint conference in Pueblo, October 2, which was attended by the representatives of the employees from each camp and by the company's officers and superintendents. The conference approved the plan and recommended its adoption by the employees and by the board of directors of the company. It was formally voted upon by secret ballot at the various camps between October 4 and 25. Seventy-three per cent of the average working force at the mines and coke ovens actually voted on the plan, according to the statement of the Colorado Fuel & Iron Industrial Bulletin, to be published by the company quarterly in pursuance of the plan in question. Of the votes cast 84.47 per cent were in favor of both the plan and agreement relating to working conditions. This would be substantially equivalent to its positive acceptance by 61 per cent of the total average working force, while 12 per cent directly opposed it and 27 per cent expressed no opinion by refraining from voting.



This plan and agreement, as it is termed, will govern conditions of employment in the coal and iron mines of the Colorado Fuel & Iron Co. during the next three years; apparently it does not cover the employees of the steel works of the company at Pueblo. The agreement relating to living and working conditions specifically covers employees in the coal mines and coke-oven plants of the company, but does not seem to apply to the iron mines in Wyoming, although the industrial representation plan mentions this as one of the districts included in the general arrangement. The working agreement provides that eight hours shall constitute a day's work for all employees under ground, and nine hours for all outside labor, except that of firemen and engineers. The schedules of wages and working conditions in force at the time of the agreement are to continue without reduction, and if before January 1, 1918, increases are granted in competitive districts, the company agrees to grant a proportionate increase to its employees.

The plan of representation for the settlement of disputes as adopted is divided into four general sections, dealing with the topics following: (1) Representation of employees and manner of their selection; (2) district conferences, joint committees, and joint meetings; (3) the prevention and adjustment of industrial disputes; and (4) social and industrial betterment.

The properties of the company are divided into five districts for the purposes of the plan, and annual meetings, conferences, and committees are provided for as follows: (1) Annual meetings by the employees of each separate camp on the company's properties for the election by secret ballot of their representatives (1 to each 150 employees, or at least 2 to each camp) to the district conferences. These annual meetings of the camp members may also discuss questions pertaining to their employment; (2) district conferences made up of the above-selected representatives of the employees and representatives from the company in equal number. These district conferences are open for the discussion of matters of mutual interest; (3) joint district conferences of two or more districts held on special occasions at the call of the president of the company or on his own initiative for discussion of matters of common interest, to supplement the separate district conferences; (4) annual joint conference of all districts, held each December at a time and place designated by the president of the company. At this meeting annual reports are made by the several joint committees elsewhere provided for and matters of common interest discussed; and (5) special committees (four) for each district: (a) joint committee on industrial cooperation and conciliation; (b) joint committee on safety and accidents; (c) joint committee on sanitation, health, and housing; (d) joint committee on recreation and

education. The titles of each of these indicate in a way their purpose and nature. Each committee is made up of six members, three representing the employees and three the company.

Under the arrangement entered into the company reserves the right to hire and discharge its men without interference from the employees. It guarantees the men, on the other hand, the right to hold general meetings upon the company's properties as they may desire on idle days and after work. The company does not restrict the employee's right to belong to a union or to purchase his goods elsewhere than from the company's stores. Every employee has the right of ultimate appeal to the president of the company concerning any condition of work or treatment to which he may be subjected and which he may deem unfair, and for this purpose the president of the company appoints a president's industrial representative to hear complaints which foremen and mine superintendents have failed to adjust. From these appeal lies to the division superintendents and assistant managers, to the general manager, and finally to the president of the company.

A grievance or difference which can not be adjusted in this manner may be referred, with the authority of the president of the company, to the joint committee on industrial cooperation and conciliation provided for the district in which the dispute arises. The majority decision of this committee becomes binding on both parties; but on the failure of a majority an umpire may be chosen, or an arbitration board instituted, with final recourse to the Colorado Industrial Commission, acting in its capacity to settle industrial disputes.

The employees may be consulted in an advisory capacity by the company in the administration of its social and industrial betterment scheme.

The plan for the settlement of industrial disputes and the memorandum of agreement as to conditions of employment above outlined is here reproduced in full.

## TEXT OF THE COMPANY'S PLAN.

### REPRESENTATION OF EMPLOYEES.

Employees at each of the mining camps shall annually elect from among their number representatives to act on their behalf with respect to matters pertaining to their employment, working and living conditions, the adjustment of differences, and such other matters of mutual concern and interest as relations within the industry may determine.

The annual meetings of employees for the election of their representatives shall be held simultaneously at the several mining camps on the second Saturday in January. The meetings shall be called by direction of the president of the company. Notices of the meetings, indicating their time and place, as well as the number of representatives to be elected shall be publicly posted at each

camp a week in advance, and shall state that employees being wage earners in the employ of the company at the time of the meeting and for at least three months immediately preceding, but not salaried employees, shall be entitled to be present and vote. Special meetings shall be similarly called when removal, resignation, or other circumstance occasions a vacancy in representation.

Each meeting for the election of employees' representatives shall choose its own chairman and secretary. At the appointed hour, the meeting shall be called to order by one of the employees' representatives, or, in the absence of a representative, any employee present, and shall proceed to the election of a chairman and secretary. The chairman shall conduct, and the secretary record, the proceedings. They shall certify in writing to the president of the company the names of the persons elected as the employees' representatives for the ensuing year.

Representation of employees in each camp shall be on the basis of 1 representative to every 150 wage earners, but each camp, whatever its number of employees, shall be entitled to at least 2 representatives. Where the number of employees in any one camp exceeds 150, or any multiple thereof, by 75 or more, an additional representative shall be elected. The persons elected shall act as the employees' representatives from the time of their election until the next annual meeting, unless in the interval other representatives may, as above provided, have been elected to take their places.

To facilitate the nomination and election of employees' representatives, and to insure freedom of choice, both nomination and election shall be by secret ballot, under conditions calculated to insure an impartial count. The company shall provide ballot boxes and blank ballots, differing in form, for purposes of nomination and election. Upon entering the meeting, each employee entitled to be present shall be given a nomination ballot, on which he shall write the names of the persons whom he desires to nominate as representatives, and deposit the nomination ballot in the ballot box.

Each employee may nominate representatives to the number to which the camp is entitled, and of which public notice has been given. Employees unable to write may ask any of their fellow employees to write for them on their ballots the names of the persons whom they desire to nominate; but in the event of any nomination paper containing more names than the number of representatives to which the camp is entitled, the paper shall not be counted. The persons—to the number of twice as many representatives as the camp is entitled to—receiving the highest number of nomination votes shall be regarded as the duly nominated candidates for employees' representatives, and shall be voted upon as hereinafter provided. (For example: If a camp is entitled to two representatives, the four persons receiving the largest number of nomination votes shall be regarded as the duly nominated candidates. If the camp is entitled to three representatives, then the six persons receiving the largest number, etc.)

The chairman shall appoint three tellers, who shall take charge of the ballot box containing the nomination votes, and with the aid of the secretary, they shall make out the list of the duly nominated candidates, which shall be announced by the chairman. The meeting shall then proceed to elect representatives by secret ballot, from among the number of candidates announced, the same tellers having charge of the balloting.

If dissatisfied with the count, either as respects the nomination or election, any 25 employees present may demand a recount, and for the purposes of the recount the chairman shall select as tellers three from the number of those demanding a recount, and himself assist in the counting, and these four shall act in making the recount in the place of the secretary and the tellers previously chosen. There shall be no appeal from this recount, except to the president of



the company, and such appeal may be taken as hereinafter provided, at the request of any 25 employees present and entitled to vote.

The chairman of the meeting shall preserve for a period of one week both the nomination and election ballots. Should an appeal be made to the president within seven days in regard to the validity of the nomination or election, upon a request in writing, signed by 25 employees present at the meeting, the chairman shall deliver the ballots to the president of the company for recount. Should no such request be received within that time, the chairman shall destroy the ballots. If after considering the appeal the president is of the opinion that the nomination or election has not been fairly conducted, he shall order a new election at a time and place to be designated by him.

At annual meeting for the election of representatives employees may consider and make recommendations concerning any matters pertaining to their employment, working or living conditions, or arising out of existing industrial relations, including such as they may desire to have their representatives discuss with the president and officers of the company at the annual joint conference of the company's officers and employees; also any matters referred to them by the president, other officers of the company, the advisory board or social joint committee appointed at the preceding annual joint conferences of officials and employees of the company. A record of the proceedings shall be made by the secretary of the meeting and certified to by the chairman, and copies delivered to each of the representatives, to be retained by them for purposes of future reference.

#### **DISTRICT CONFERENCES, JOINT COMMITTEES, AND JOINT MEETINGS.**

To facilitate the purposes herein set forth, the camps of the company shall be divided into five or more districts, as follows: The Trinidad district, comprising all mines and coke-oven plants in Las Animas County; the Walsenburg district, comprising all mines in Huerfano County; the Canon district, comprising all mines in Fremont County; the western district, comprising all mines and coke-oven plants located on the western slope; the Sunrise district, comprising the iron mines located in Wyoming.

District conferences shall be held in each of the several districts above mentioned at the call of the president, at places to be designated by him, not later than two weeks following the annual election of representatives, and at intervals of not more than four months thereafter, as the operating officers of the company or a majority of the representatives of the employees in each of the several districts may find desirable. The purpose of these district conferences shall be to discuss freely matters of mutual interest and concern to the company and its employees, embracing a consideration of suggestions to promote increased efficiency and production, to improve working and living conditions, to enforce discipline, avoid friction, and to further friendly and cordial relations between the company's officers and employees.

At the district conferences the company shall be represented by its president or his representative and such other officials as the president may designate. The employees shall be represented by their elected representatives. The company's representatives shall not exceed in number the representatives of the employees. The company shall provide, at its own expense, appropriate places of meeting for the conferences.

The district conferences shall be presided over by the president of the company, or such executive officer as he may designate. Each conference shall select a secretary, who shall record its proceedings. The record of proceedings shall be certified to by the presiding officer.

The first district conferences held in each year shall select the following joint committees on industrial relations for each district, which joint committees shall be regarded as permanent committees, to be intrusted with such duties as are herein set forth, or as may be assigned by the conferences. These joint committees shall be available for consultation at any time throughout the year with the advisory board on social and industrial betterment, the president, the president's executive assistant, or any officer of the operating department of the company.

(a) Joint committee on industrial cooperation and conciliation, to be composed of six members;

(b) Joint committee on safety and accidents, to be composed of six members;

(c) Joint committee on sanitation, health, and housing, to be composed of six members;

(d) Joint committee on recreation and education, to be composed of six members.

In selecting the members of the several joint committees on industrial relations the employees' representatives shall, as respects each committee, designate three members and the president of the company or his representative three members.

The joint committees on industrial cooperation and conciliation may, of their own initiative, bring up for discussion at the joint conferences, or have referred to them for consideration and report to the president or other proper officer of the company, at any time throughout the year any matter pertaining to the prevention and settlement of industrial disputes, terms and conditions of employment, maintenance of order and discipline in the several camps, company stores, etc.

The joint committees on safety and accidents may, of their own initiative, bring up for discussion at the joint conference, or have referred to them for consideration and report to the president or other proper officer of the company at any time throughout the year, any matter pertaining to the inspection of mines, the prevention of accidents, the safeguarding of machinery and dangerous working places, the use of explosives, fire protection, first aid, etc.

The joint committees on sanitation, health, and housing may, of their own initiative, bring up for discussion at the joint conferences, or have referred to them for consideration and report to the president or other proper officer of the company at any time throughout the year, any matter pertaining to health, hospitals, physicians, nurses, occupational disease, tuberculosis, sanitation, water supply, sewage system, garbage disposal, street cleaning, wash and locker rooms, housing, homes, rents, gardens, fencing, etc.

The joint committees on recreation and education may, of their own initiative, bring up for discussion at the joint conferences, or have referred to them for consideration and report to the president or other proper officer of the company, at any time throughout the year any matter pertaining to social centers, clubhouses, halls, playgrounds, entertainments, moving pictures, athletics, competitions, field days, holidays, schools, libraries, classes for those who speak only foreign languages, technical education, manual training, health lectures, classes in first aid, religious exercises, churches and Sunday schools, Y. M. C. A. organizations, etc.

In addition to the district conferences in each of the several districts, there shall be held in the month of December an annual joint meeting, at a time and place to be designated by the president of the company, to be attended by the president and such officers of the company as he may select and by all the employees' representatives of the several districts. At this meeting reports

covering the work of the year shall be made by the several joint committees and matters of common interest requiring collective action considered. A special joint meeting of any two or more districts may be called at any time upon the written request to the president of a majority of the representatives in such districts or upon the president's own initiative, for the consideration of such matters of common interest as can not be dealt with satisfactorily at district conferences. Notice of such special joint meetings shall be given at least two weeks in advance.

#### THE PREVENTION AND ADJUSTMENT OF INDUSTRIAL DISPUTES.

There shall be on the part of the company and its employees a strict observance of the Federal and State laws respecting mining and labor and of the company's rules and regulations supplementing the same.

The scale of wages and the rules in regard to working conditions shall be posted in a conspicuous place at or near every mine.

There shall be no discrimination by the company or by any of its employees on account of membership or nonmembership in any society, fraternity, or union.

The right to hire and discharge, the management of the properties, and the direction of the working forces shall be vested exclusively in the company, and except as expressly restricted, this right shall not be abridged by anything contained herein.

There shall be posted at each property a list of offenses for commission of which by any employee dismissal may result without notice. For other offenses, employees shall not be discharged without first having been notified that a repetition of the offense will be cause for dismissal. A copy of this notification shall, at the time of its being given to an employee, be sent also to the president's industrial representative and retained by him for purposes of future reference. Nothing herein shall abridge the right of the company to relieve employees from duty because of lack of work. Where relief from duty through lack of work becomes necessary, men with families shall, all things being equal, be given preference.

Employees shall have the right to hold meetings at appropriate places on company property or elsewhere as they may desire outside of working hours or on idle days.

Employees shall not be obliged to trade at the company stores, but shall be at perfect liberty to purchase goods wherever they may choose to do so.

As provided by statute, miners have the right to employ checkweighmen, and the company shall grant the said checkweighmen every facility to enable them to render a correct account of all coal weighed.

Subject to the provisions hereinafter mentioned, every employee shall have the right of ultimate appeal to the president of the company concerning any condition or treatment to which he may be subjected and which he may deem unfair.

It shall be the duty of the president's industrial representative to respond promptly to any request from employees' representatives for his presence at any of the camps and to visit all of them as often as possible, but not less frequently than once every three months, to confer with the employees or their representatives and the superintendents respecting working and living conditions, the observance of Federal and State laws, the carrying out of company regulations, and to report the result of such conferences to the president.

Before presenting any grievance to the president, the president's industrial representative, or other of the higher officers of the company, employees shall



first seek to have differences or the conditions complained about adjusted by conference, in person or through their representatives with the mine superintendent.

Employees believing themselves to be subjected to unfair conditions or treatment and having failed to secure satisfactory adjustment of the same through the mine superintendent, may present their grievances to the president's industrial representative, either in person or through their regularly elected representatives, and it shall be the duty of the president's industrial representative to look into the same immediately and seek to adjust the grievance.

Should the president's industrial representatives fail to satisfactorily conciliate any difference with respect to any grievance, suspension, or dismissal, the aggrieved employee, either himself or through his representative—and in either case in person or by letter—may appeal for the consideration and adjustment of his grievance to the division superintendent, assistant manager, or manager, general manager, or the president of the company, in consecutive order. To entitle an employee to the consideration of his appeal by any of the higher officers herein mentioned, the right to appeal must be exercised within a period of two weeks after the same has been referred to the president's industrial representative without satisfactory redress.

Where the president's industrial representative or one of the higher officials of the company fails to adjust a difference satisfactorily, upon request to the president by the employees' representatives, or upon the initiative of the president himself, the difference shall be referred to the joint committee on industrial cooperation and conciliation of the district and the decision of the majority of such joint committee shall be binding upon all parties.

Whenever a joint committee on industrial cooperation and conciliation is called upon to act with reference to any difference, except by the consent of all present, the joint committee shall not proceed with any important part of its duties, unless both sides are equally represented. Where agreeable, equal representation may be effected by the withdrawal of one or more members from the side of the joint committee having the majority.

Should the joint committee on industrial cooperation and conciliation, to which a difference may have been referred, fail to reach a majority decision in respect thereto, if a majority of its members so agree, the joint committee may select as umpire a third person, who shall sit in conference with the committee, and whose decision shall be binding upon all parties.

In the event of the joint committee on industrial cooperation and conciliation failing satisfactorily to adjust a difference by a majority decision, or by agreement on the selection of an umpire, as aforementioned, within 10 days of a report to the president of the failure of the joint committee to adjust the difference, if the parties so agree, the matter shall be referred to arbitration, otherwise it shall be made the subject of investigation by the State of Colorado Industrial Commission, in accordance with the provision of the statute regulating the powers of the commission in this particular. Where a difference is referred to arbitration, one person shall be selected as arbitrator if the parties can agree upon his selection. Otherwise there shall be a board of three arbitrators, one to be selected by the employees' representatives on the joint committee of industrial cooperation and conciliation in the district in which the dispute arises, one by the company's representatives on this committee, and a third by the two arbitrators thus selected.

By consent of the members of the joint committee on industrial cooperation and conciliation, to which a difference has been referred, the Industrial Commission of the State of Colorado may be asked to appoint all of the arbitrators, or itself arbitrate the difference. The decision of the sole arbitrator or of the

majority of the board of arbitration or of the members of the State of Colorado Industrial Commission when acting as arbitrators, as the case may be, shall be final and shall be binding upon the parties.

To protect against the possibility of unjust treatment, because of any action taken, or to be taken, by them on behalf of one or more of the company's employees, any employees' representative believing himself to be discriminated against for such a cause shall have the same right of appeal to the officers of the company or to the joint committee on industrial cooperation and conciliation in his district as is accorded every other employee of the company. Having exercised this right in the consecutive order indicated without obtaining satisfaction, for 30 days thereafter he shall have the further right of appeal to the Industrial Commission of the State of Colorado, which body shall determine whether or not discrimination has been shown, and as respects any representative deemed by the commission to have been unfairly dealt with, the company shall make such reparation as the State of Colorado Industrial Commission may deem just.

#### **SOCIAL AND INDUSTRIAL BETTERMENT.**

The president's executive assistant, in addition to other duties, shall, on behalf of the president, supervise the administration of the company's policies respecting social and industrial betterment.

In the discharge of his duties the president's executive assistant shall from time to time confer with the several joint committees on industrial cooperation and conciliation, on safety and accidents, on sanitation, health and housing, and on recreation and education, appointed at the annual joint conferences, as to improvements or changes likely to be of mutual advantage to the company and its employees. Members of the several joint committees shall be at liberty to communicate at any time with the president's executive assistant with respect to any matters under their observation or brought to their attention by employees or officials of the company which they believe should be looked into or changed. As far as may be possible, employees should be made to feel that the president's executive assistant will welcome conferences with members of the several joint committees on matters of concern to the employees whenever such matters have a direct bearing on the industrial, social, and moral well-being of employees and their families or the communities in which they reside.

In addition to consulting from time to time the several joint committees or their individual members, the president's executive assistant shall be the chairman of a permanent advisory board on social and industrial betterment, to which may be referred questions of policy respecting social and industrial betterment and related matters requiring executive action.

The advisory board on social and industrial betterment shall be composed of such of the company's officers as the president may designate.

The advisory board shall meet at least once in every six months, and may convene for special meetings upon the call of the chairman whenever he may deem a special meeting advisable.

The advisory board shall have power to consider all matters referred to it by the chairman or any of its members or by any committee or organization directly or indirectly connected with the company, and may make such recommendations to the president as in its opinion seem to be expedient and in the interest of the company and its employees.

The president's executive assistant shall also exercise a general supervision over the sanitary, medical, educational, religious, social, and other like needs of the different industrial communities with a view of seeing that such needs



are suitably and adequately provided for and the several activities pertaining thereto harmoniously conducted.

Improvements respecting social and industrial betterment shall, after approval by the president, be carried out through the regular company organization.

In camps where arrangements for doctors and hospitals have already been made and are satisfactory such arrangements shall continue.

In making any new arrangement for a doctor the employees' representatives in the camps concerned, the president's executive assistant, and a chief medical officer shall select a doctor and enter into an agreement with him, which shall be signed by all four parties.

The company shall publish, under the direction of the president's executive assistant, a periodical which shall be a means of communication between the management, the employees, and the public, concerning the policies and activities of the company. The periodical shall be used as a means of coordinating, harmonizing, and furthering the social and industrial betterment work, and of informing employees of the personnel and proceedings of conferences, boards, and committees, in which they are interested. It shall record events pertaining to social and industrial activities, and be a medium for making announcements with reference to the same, and for diffusing information of mutual interest to the company and its employees.

The promotion of harmony and goodwill between the company and its employees and the furtherance of the well-being of employees and their families and the communities in which they reside being essential to the successful operation of the company's industries in an enlightened and profitable manner, the expenses necessarily incident to the carrying out of the social and industrial betterment policies herein described, and the plan of representation, joint conferences and joint meetings, herein set forth, including the payment of traveling expenses of employees' representatives when attending joint conferences and annual joint meetings, and their reimbursement for the working time necessarily lost in so doing, shall be borne by the company. But nothing herein shall preclude employees of the company from making such payment to their representatives in consideration of services rendered on their behalf as they themselves may voluntarily desire and agree to make.

### **MEMORANDUM OF AGREEMENT.**

#### **RESPECTING EMPLOYMENT AND LIVING AND WORKING CONDITIONS IN THE COAL MINES AND COKE-OVEN PLANTS.**

It is mutually understood and agreed that in addition to the rights and privileges guaranteed the employees and the company, in the industrial representation plan herewith, the following stipulations respecting employment, living and working conditions shall govern the parties hereto from the date of their signatures hereon until January 1, 1918, and shall continue thereafter subject to revision upon 90 days' notice by either of the parties:

The charge to employees for dwellings without bath shall not exceed \$2 per room per month.

The present uniform charge of 40 cents per electric light per month, with free light on porches, shall not be increased.

There shall be no charge for domestic water, except cases where the company is obliged to purchase the same; in such cases the charges shall be substantially cost to the company.

The rates to be charged employees for powder and domestic coal shall be substantially their cost to the company.

To encourage employees to cultivate flower and vegetable gardens, the company agrees to fence, free of charge, each house lot owned by it.



The company will continue its practice of removing garbage free of charge.

As the need becomes manifest, the company will continue its present policy of providing, as rapidly as possible, suitable bathhouses and social centers in the nature of clubhouses, for its employees at the several mining camps.

Eight hours shall constitute a day's work for all employees working under ground and in coke ovens. This shall mean eight hours exclusive of the noon hour and the time required to go and come from the mine opening to the place of employment.

Nine hours shall constitute a day's work for all outside labor, except firemen and engineers.

All employees shall be paid semimonthly by check.

No deductions shall be made from earnings except where authorized by employees.

No change affecting conditions of employment with respect to wages or hours shall be made without first giving 30 days' notice, as provided by statute.

The schedule of wages and the working conditions now in force in the several districts shall continue without reduction, but if, prior to January 1, 1918, a general increase shall be granted in competitive districts in which the company does not conduct operations, a proportional increase shall be made. For this purpose a joint meeting of the miners' representatives and proper officers of the company shall be called within 30 days after the increase in competitive districts is effective to discuss and determine an equitable method for fixing the new scale in the districts affected.

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## **PRECAUTIONS NECESSARY TO SAFEGUARD THE HEALTH OF PRINTERS.**

The New York City department of health, through its division of industrial hygiene, has recently issued a placard prepared to show the precautions for printers necessary to safeguard the health. The placard has been generally distributed to all union printing shops in New York City by the printers' organizations. The placard is here reproduced in full:

### **PRECAUTIONS FOR PRINTERS.**

Hoods must be placed over linotype metal pots and have pipes connecting. Remember, pig lead used in linotyping is softer than lead of type. Handle it as little as possible.

Drop pig lead carefully into melting pot. Splashings of molten lead dry later and become lead dust.

Do not shake crucible in order to blend molten lead better. It will blend of itself.

Plungers on linotype machines should never be cleaned in the workroom. Clean them in boxes in the open air. Avoid inhaling the dust.

Graphite used for lubricating is not poisonous, but all dust is irritating to the lungs.

Avoid lead dust as much as possible when trimming and mitering, or when sawing.

Remove lead dust from type cases in the open air, or by means of a vacuum cleaner.

- Never put type into the mouth, or moisten fingers to get better hold of type.
- Benzine and lye are skin irritants. Use them with care.
- Insist upon having good ventilation in the office or factory, and insist that floors should not be swept during working hours.
- Suggest to your employer that walls and ceilings of workroom, if not of smooth, washable surface, should be limewashed once a year; that close-fitting floors which can be cleaned by moist methods are desirable; and that type cases should fit closely on the floor or have legs high enough to brush under.
- Eat a good breakfast before beginning work. Food in the stomach, especially milk, helps to prevent lead poisoning.
- Do not eat food, or use tobacco, while at work unless your hands are first carefully washed, because of the danger of getting lead into the mouth. Do not use a "common" drinking cup; such a cup may be employed by a tuberculous or otherwise infected person. Wash hands thoroughly with warm water and soap. Have your own towel and soap. Rinse the mouth and clean the finger nails before eating.
- Don't spit on the floor. Use cuspidors and see that they are cleaned daily.
- Eat your lunch outside the workroom.
- Do not wear working clothes too long without change.
- Hang street clothes where they will not be exposed to the dust of the workroom.
- Gas and electric lights should be shaded to prevent a glare. The eyes should be examined from time to time by a competent physician. Avoid ruining your sight by giving early attention to eyestrain. Headaches, blurred vision, red and inflamed eyes, dancing spots before the eyes, twitching of the eyelids, are some of the first signs of eyestrain.
- Insufficient light may impair the general health.
- Bathe frequently, and brush the teeth each night.
- Avoid alcohol. It increases the danger of lead poisoning.
- Have a good bowel movement each day.
- Exercise in the fresh air as much as possible.
- Be examined by a doctor occasionally to protect yourself against the effects of your trade.

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## HYGIENE OF THE FUR, HATTERS' FUR, AND FELT-HAT INDUSTRIES IN NEW YORK CITY.<sup>1</sup>

A report showing the results of a study by the division of industrial hygiene of the New York City department of health has recently been published in its monthly bulletin. The study covers 113 shops and factories in New York City in which fur garments, caps, gloves, and felt hats are manufactured or prepared for manufacture. It also includes the results of the physical examination of 889 persons employed in these three industries. The employees who were the subjects of physical examination were taken from a total of nearly 4,100 in the factories investigated and represented the classes engaged in each process in the industries. The total number of persons engaged in the fur and allied trades in New York City is given at about 16,000.

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<sup>1</sup> A clinical and sanitary study of the fur and hatters' fur trade, by Louis I. Harris, M. D., chief, division of industrial hygiene, in the monthly bulletin of the department of health of the city of New York. October, 1915.

The report describes briefly the processes employed in the industries studied. Attention is called to the important distinction between the work of those employed in the manufacture of fur garments, gloves, and caps and of those who prepare hatters' fur. In the former industry the raw fur is first shaved so as to remove the dried and hardened fat adhering to it. This is known as "fleshing fur." The skin is then treated with sawdust, salt, and water to make it soft and pliable and to remove the natural grease. This process is spoken of as "dressing fur."

The fur is subsequently dyed with various vegetable and chemical dyes, principal among which are ursol colors (aniline products), logwood, tumeric, pyrolignite of iron, Sicilian sumac, nutgall, chlorate of potash, verdigris, chrome salts, and peroxide of hydrogen. The dyed fur is now ready to be made up into garments. It is wet, cut, stretched, and nailed to conform to various designs sketched on tables, and allowed to remain so for a number of hours, the various pieces being then sewed together by machine and finished by hand as in the case of cloth garments. To remove dust and loose hairs the fur is frequently beaten by hand in the workrooms, or, less often, in a closed compartment. Where the beating is done by hand, two long bamboo sticks are employed, with which the employee keeps up a constant tattoo on the fur garments.

In the preparation of hatters' fur, preliminary to the making of felt hats, rabbit, cony, nutria, muskrat, and hare skins are employed. The skins, which have been stripped from the animals by the trappers, very much as a glove is removed from the hand, are cut open by minors or by unskilled adult laborers. The fur is combed and brushed by hand with stiff brushes to remove accumulated dirt. Some of the skins are brushed by machines furnished with suction devices. They are dampened and the long hairs are clipped or plucked, by hand, if cony skins, or by machinery, if hare skins. The plucking machines have suction devices, but when plucking is done by hand the workers stand in a mass of hair that sometimes forms a carpet many inches deep. The hand pluckers place the skin upon which they work on an inclined leg stump firmly fastened to the floor. A loop of clothesline is thrown over the skin; the lower end of this loop, reaching to within an inch of the floor, serves as a stirrup for the left foot of the worker who, by exerting traction on the loop, holds the skin firmly against the stump, assisting in this with pressure of his left hand. This posture allows the toes of the left foot, which is in the stirrup, barely to touch the floor, and causes the worker to lean forward and press his abdomen against the upper pole of the stump, the better to maintain his balance. In one shop over 50 men were so employed for a 58-hour period weekly. Despite this posture, scoliosis, flat-foot, or other orthopedic deformity, and abdominal myositis, or other pathological sequelæ, were not observed. (It may be stated, however, that these workers are a nomad tribe, entering and leaving their employment in a steady stream, thus often escaping the consequences of their particular kind of work.) The plucker wears a thick piece of rubber hose stuck on the thumb of his right hand so that the rabbit hair will not slip from under the knife which he grasps within the remaining fingers. The



plucking process is dwelt on at length because it creates an atmosphere that is, perhaps, the most unhygienic and hazardous in a trade altogether so offensive that some others, usually so regarded, are aristocratic occupations in comparison.

The fur which remains on the pelt after the long hair has been clipped or plucked is placed on a table and scrubbed with nitrate of mercury solution, which causes the laminae of each of the fur fibers to flare out very much like barbed wire and increases the curling tendency of the fur. In this way the fibers are prepared to become snarled and tangled and to form felt. This application of mercury is known as "carroting." The carroted fur is placed on trays in ovens or in drying rooms, and when the mercurial solution has been volatilized, is cut by machinery which shaves the hair from the pelt and deposits it as a small mass on a metal plate, from which girls sitting near the machines sort out long hairs and clumps of fur of inferior quality. The pelt, or true skin, is used to make glue. The din and clatter of the cutting machines is so loud that only a strong-lunged individual can make himself heard by one standing close to him. The masses of picked fur are put up into 5-pound packages and sold to the hatter, to be made into felt hats.

All small pieces and tags of fur are put through a sorting machine, which separates the fur tags from the dirt, the latter leaving the machines as continuous and very thick pads, which are collected into bins. The long hairs are used for pillows, etc.

If the beating of finished fur garments in general workrooms, as already described, has impressed the observer as being a harmful process—which, indeed, it is—it appears a pleasant and almost sanitary occupation in comparison with the processes in almost every department of the hatters' fur trade. The hazards in this trade in the order of importance are, notably, mercury poisoning, dust, and (in the drying rooms only) excessive heat.

In the making of a felt hat generally raw fur fibers and carroted fibers are mixed in the proportion of 1 to 2; the raw fur is of fine quality and forms the surface of the felt hat, imparting to the body of the hat a softer feel and appearance. The fur is cleansed repeatedly and picked and teased apart by machinery which is provided with a blowing contrivance, so that fur of varying quality is dropped by gravity into distinct piles, pieces of pelt, loose hair, and dirt being separated at the same time. By a pneumatic arrangement just enough fur fibers are assembled around a perforated copper cone to form one hat. A wet cloth is then wrapped about the cone and the two immersed in hot water for a minute. A man known as a hardener removes imperfections, fills in gaps with fur fibers, places the cone-shaped fur in a woolen cloth, and hardens the mass. Next the hat is sized—i. e., gradually shrunk from a 30 or 35 inch cone by sprinkling it with hot water. The hat is repeatedly folded in a burlap cloth and rolled, but not creased, until the fur has formed a cone-shaped body of firm and close texture, the hat being immersed in very hot water to assist in the process. Projecting hairs are then shaved off with a razorlike knife. The hat is again sized to shrink the pores laid open by shaving. To quote an authority: "Sizing and second sizing are very hot tasks, and the workman protects the palms of his hands with shields of leather or wood." The body of the hat is then stiffened with

shellac and subsequently treated with live steam to liquefy and distribute the latter.

The next process is the shaping of the hat, to accomplish which it is dipped into boiling water and placed over a block which gives it its shape. It is then dyed with logwood and madder or with aniline dyes, a mordant of bichromate of potash and tartar being used. In the finishing process the hat is softened with steam, pulled over a block, and given the precise shape desired, dried, and pounced (rubbed with fine sandpaper), and singed to remove the hairs and long nap. Curling consists in cutting and fashioning the brim according to mode with the aid of steam. The binding and sewing on of bands are then done by girls. Soft hats are made in practically the same way.

This description of the complicated processes in the preparation of fur and its subsequent use by hatters does not pretend to treat fully of each step. It will, however, serve to set forth the various conditions whose existence constitute a hazard to those engaged in the work. From the time fur has been treated with mercury (carroted) until the felt hat has been given its final shape the menace of mercurialism is constantly present. "Hatters' shakes" is no mere theory or a name surviving from the past but a condition which disables many in the felt-hat industry to-day. A prominent manufacturer, at the time when the physical examination of his men was first undertaken, declared "that no search was required to discover that hazards existed in his trade and that every manufacturer knew precisely in which departments of his factory they were to be found. Mercury causes very frequent disability, but no one has yet found a cheaper way of felting than with mercury solution, and until a way is found we have to continue under existing conditions."

Whether this state of affairs should be tolerated will best appear from the clinical results which will be subsequently detailed. There are many trades in which the paramount hygienic problems are those of lighting, ventilation, and the avoidance of fatigue and strain. In hatters' fur and hat making, however, these questions pale into insignificance beside the more fundamental ones of clearing a dust-saturated atmosphere and eliminating the exposure of working people to mercury, excessive heat, and excessive moisture. In the city of New York the total of those concerned in this industry numbers (at the height of the busy season) probably some 4,000 or more, but the dangerous character of their work makes their welfare, despite their comparatively small numbers, a question of special public-health concern. Also the wide application of those sanitary measures, whose adoption is urgently indicated by the conditions prevailing in this trade, makes the subject one of considerable importance, especially as it relates to the great numbers whose health and lives are similarly jeopardized in other communities.

Of the 113 factories investigated 104 were engaged in dressing, dyeing, and manufacturing fur. Of these, 15 were dressing establishments, 17 places in which the fur was dyed, and 72 made up the fur into garments. One factory only was engaged in the manufacture of felt hats. The total number of employees at the time of the investigation was unusually small owing to the business depression.



In most places the working force was reported as reduced about one-half. The number of employees at the time of the investigation was reported as follows:

Men .....	2, 588
Women .....	796
Minors:	
From 16 to 20 years .....	216
Girls from 14 to 16 years .....	14
Boys from 14 to 16 years .....	16
Office force .....	209
Total .....	3, 839

Of the 889 employees who submitted to physical examination, 542 were employed in the fur industry, 266 in the hatters' fur industry, and 81 in the one felt-hat factory included in the investigation.

In presenting the results of the physical examinations, Dr. Harris repeatedly emphasizes the difficulty of securing accurate information. The employees examined were often suspicious and reticent, being fearful that any disclosures as to their physical welfare would perhaps react to debar them from employment. The difficulty is also pointed out of detecting in a single examination all cases of such diseases as bronchitis, asthma, and tuberculosis. The results, therefore, certainly very much understate the actual conditions.

In the fur industry the physical examinations covered 542 employees, 481 of whom were males and 61 females. Inquiries in regard to the use of alcohol were made in all cases in connection with the physical examinations. The author of the report declares, however, that there is reason to believe that the number using alcoholic liquors was much larger than the number stated. In a few instances where the lunch rooms in a factory were inadequate or were entirely absent, men who the moment before denied the use of liquor, stated that they ate their lunch in the corner beer saloon. Among the furriers 205, or 42.6 per cent of the 481 males, admitted the moderate daily use of beer or whisky, or both. Of the 61 women examined, 9 admitted such use.

A verified diagnosis of anemia was made in 67 cases, while 18 other cases showed malnutrition. Nearly all of these cases were of long standing.

The examinations are somewhat unsatisfactory so far as respiratory diseases are concerned. This defect is of considerable importance in view of the extremely dusty character of some of the occupations and the reputation of the trade for respiratory diseases. Manufacturers and workmen alike frequently mention the occurrence of asthma, especially among those who handle dyed wolf, raccoon, and coney skins. The depressed condition of the industry



prevented a satisfactory study of establishments using these particular skins. The examinations showed the following cases of respiratory diseases: Bronchitis, 32; asthma, 12; tuberculosis, 11; emphysema, 7.

Much has been written about skin affections peculiar to furriers. The examinations disclosed 163 cases of skin affections of all kinds. This does not include the number of cases of slight dermatitis where there was uncertainty as to the causal relationship of the individual's occupation. Eczema, dermatitis, and onychia furnished 27 cases, 5 per cent of those examined. Cyanosis was recorded in 14 cases, and a marked blueness of the hands and fingers in 52 cases of operators, finishers, cutters, and nailers.

Nose and throat affections were frequently found among the furriers, 151 cases being recorded, including 65 cases of chronic pharyngitis. The author of the report states that it is not possible to determine whether the number of nose and throat affections found among furriers is greater than the number in other city dwellers until similar examinations have been made for other industrial groups.

The report covers numerous other details of the examinations showing cardiac lesions and defects of the eyes, teeth, and feet, not, however, of special occupational significance.

In summarizing the results of the examinations of furriers, Dr. Harris states that "beyond the fact that fairly marked anemia was noted in 67 persons, the impression left by the class as a whole is that of a rather undernourished group, in whom home influence, as well as a dusty shop environment, have produced a lowered state of physical vigor, and thus a predisposition toward disease. The small number of those above middle age still in the ranks of the workers may fairly be construed as added testimony in support of this view."

In the hatters' fur industry the employees examined numbered 266. Of these, 156 were males and 110 females. The furriers were for the most part Hebrews, with a sprinkling of Germans, and a negligible number of other nationalities. Those in the hatters' fur industry are mainly Italians and Poles, who have no trade organizations. In one factory where Scotch and Americans were chiefly employed a rather striking difference was noted in the attention given to personal hygiene, especially as to the care of the teeth, and here the cases of tremor and gingivitis, so conspicuous elsewhere, were comparatively few.

The occupational distribution of the 266 employees is given below. The names given to the various processes in the report were chosen so as to describe the work performed, and are not in all cases the

trade designations. The danger of mercurial poisoning is presented in varying degrees in all except the first four processes.

Skin openers .....	7
Skin stretchers.....	2
Hair scrapers, shearers, and pluckers (hand work) .....	30
Unhairing-machine operators .....	15
Hair-blowing machine operators.....	9
Brushing-machine operators .....	23
Mercury solution application (carroters) .....	42
Drying-room operatives .....	5
Skin piling, dampening, and counting.....	17
Machine cutting of fur.....	35
Sorting machine-cut fur (females).....	70
Wrapping and baling fur.....	6
Picking fur and miscellaneous.....	5
Total.....	266

The use of alcohol among those examined in the hatters' fur industry was found much more common than among the furriers. One hundred and eighteen, or 75.6 per cent, of the 156 men examined, admitted taking alcoholic drinks regularly and moderately, and 51, or 46.3 per cent, of the 110 women admitted their use in a similar way.

As a part of the investigation analyses were made of various types of dusts obtained in the fur and hatters' fur establishments. One sample of fur showed 0.939 per cent of mercury in combination with fur, and 0.062 per cent of uncombined or free mercury in the form of the metal and salt. It is thus seen that a fairly considerable percentage of the mass of fur handled by girls and others in the cutting department and other parts of the hatters' fur establishments, as well as by hatters, contains a large amount of mercury in admixture and in combination. Another analysis showed the use of wood alcohol used in the process of shellacking.

Mercurial poisoning is the peculiar danger in the hatters' fur and felt-hat industries. Dr. Harris says in regard to his findings in the hatters' fur trade:

It is safer and wiser, perhaps, to make no dogmatic statement that every case presenting spongy or inflamed gums, and a moderate tremor of the hands, face, and tongue, is one of mercury poisoning. But the facts here submitted leave no question in the minds of those who have studied these cases that a considerable number of cases of mercurial poisoning were encountered, conservatively estimated, a minimum of 40; and to those who analyze our findings carefully it will appear to be no extravagance to assert that another score at least were cases of moderate or beginning mercurialism, with still another score of doubtful cases, in which the existence of mercurial poisoning could not be absolutely excluded. \* \* \*

Many tremors were observed among these workers, and wherever their character gave cause for doubt as to their relation to mercurial-

ism they were eliminated from consideration. Seventeen cases were described as having either marked or, in a few instances, violent tremors involving the hands, arms, face, and tongue. Seventy-four tremors having the same distribution were noted as being moderate. Twenty-five cases were described as being either slight and involving the hands or fingers only, or as alcoholic, or, in a very few instances, as senile. There are thus 91 cases of very marked or moderate tremor of the hands, arms, face, and tongue. Working as we did, we could not go further into details and study leg tremors, etc.

The symptom that was next considered as partial evidence of mercurialism was gingivitis. Here, too, border-line or other doubtful conditions of the gums were ruled out. This left 83 cases which were noted as showing a marked inflammatory or spongy condition of the gums. A bluish metallic appearance of the gums was observed in six. The number of cases of marked or moderate tremor were nearly identical with those of the gingivitis. In 70 of the 77 carroters and cutters who were more immediately exposed to mercury, the teeth were black and, in a number of others, they showed a fairly marked discoloration and gave suspicious, though uncertain, evidence of the effect of nitric acid, which is present in the nitrate of mercury solution used. Foeter of the mouth existed in a number; it was frequently compounded of alcohol and other noisome odors. Of the 77 carroters and cutters, 17 had well-advanced signs of arteriosclerosis. Ten individuals presented scars of ulcers on various parts of the body, several ulcers being still unhealed. One case had a sinus leading down to the proximal end of the shaft of the femur. Because of obvious difficulties, the urine of only 33 individuals could be obtained for examination. Of these 16 were positive for albumin, and several showed granular and epithelial casts. Putting together these various facts, it seemed just to conclude that we had before us a relatively large number of cases of chronic mercurial poisoning in various stages of progress.

It was learned that from time to time people engaged in this industry, as well as a number of hatters, were permanently incapacitated for work; among these there was an occasional manufacturer, or a better remunerated employee who was able to secure treatment at one of the springs to have the mercury "sweated out" sometimes with a certain degree of success, in so far as concerned relief from "the shakes."

Fifty of the men and girls were found to have their hearing so badly affected that they could not hear the ticking of a watch at 6 inches. Fifteen of these were totally deaf. These employees were working in departments where the cutting and other machinery kept up a deafening din. A few volunteered the statement that a two-day absence from work usually restored their hearing sufficiently to make it possible for them to hear the conversation of their families.

The examiners found 20 cases of bronchitis, 3 of tuberculosis, and 4 of emphysema. Commenting on these, Dr. Harris says: "In an atmosphere which in practically every department was thick with hair, fur, and dust it seems warranted to believe that many other



pulmonary disturbances must exist, and that more intensive as well as extensive study would surely reveal them." Respirators were worn by none of the employees in the industry. It was reported that they had been tried by the workers and discarded as a nuisance.

The one hat factory included in the investigation employed more than 400 people, among whom 81 physical examinations were made. All but 12 of those examined were males.

The evidence of mercurial poisoning among those examined was reported as not striking. Anemia was found in 12 of the males, gingivitis was found marked in 3 and slight in 4 of those examined; tremors of the hands, tongue, and face were marked in 7, moderate in 7, and slight in 11 others. The report concludes: "At least seven individuals, found exclusively in the blowing and forming departments, were probably suffering from mercurial poisoning."

The author, in summarizing his conclusions of the investigation, says:

Few of the working people exposed to mercurialized fur are informed of the special hazard of their occupation, nor is there evidence that they are properly guarded from the dangers of such exposure in their workroom environment by the installation of ventilating and protective devices. The provision of facilities for proper washing and for taking lunch in safe surroundings is usually either primitive or entirely lacking. The rooms in which carroted skins are dried are usually very hot, and bearing in mind the frequent opening of drying chambers in which mercury is volatilized, as well as the lack of ventilation and light in some of the carroting rooms, it is seen that a number of unsafe practices, which could readily be corrected, are permitted to exist in this industry.

The ignorance and recklessness of workers is, perhaps, best exemplified by an instance which was brought to our attention by a superintendent. A workingman, whose function it was to place trays of carroted fur in the drying room before the latter was sealed and heated, when tired would lock himself in the drying room, to escape detection, and take a brief nap. This was not a rare occurrence.

The din in the cutting and blowing rooms—producing partial and complete deafness in a number of instances—could undoubtedly be diminished or its effects mitigated by "silencing" devices.

The marked alcoholic tendency, not always admitted but undoubtedly present, combines with mercury to hasten degenerative and toxic effects.

Experts in the construction of exhaust and suction devices have given assurance in private conferences that methods for the removal of dust and hairs liberated in the processes of carding, unhairing, plucking, blowing, etc., are applicable and not difficult of installation. To allow the thick dust found in this trade is, therefore, unpardonable. And yet these factories have been frequently inspected, we were told, and the managers were assured that conditions were reasonably satisfactory—at least they have not been cleaned up.

## RECOMMENDATIONS.

The recommendations whose adoption would seem likely to help in eliminating the faulty conditions in which furriers, fur dressers, and dyers work are:

1. Adequate devices to remove hair, dust, gases, fumes, and vapors should be provided in each shop. Beating should be done in a separate compartment provided with adequate suction devices.

2. Clean and adequate protective clothing should be provided all employees.

3. Sweeping should be done after hours, or else by use of a vacuum device.

4. Lunch-room provision should be adequate and hygienic.

5. The common drinking cup should be forbidden.

6. Provision for hanging street clothes in well-ventilated and lighted parts of the factory building should be made.

7. Spitting should be forbidden.

8. Proper lighting should be required in all parts of the factory building.

9. Dyers should be provided with rubber gloves, kept in good repair.

10. The floors should be constructed of such material and so cared for in dyeing establishments as to prevent excessive accumulation of moisture.

11. Dressers should arrange to have the drums and the cages to which dust, sand, and sawdust-laden fur is transferred near each other to minimize the liberation of these dusts into the atmosphere.

12. Sweeping with the vacuum system should be frequently done in dressing establishments.

The recommendations which suggest themselves as most valuable in connection with the hatters' fur and felt hat manufacture are as follows:

1. Adequate devices to remove hair, dust, gases, fumes, and vapors should be placed in each department.

2. The employees should be provided with clean and adequate protective clothing and, in the carroting room, with rubber gloves, kept in constant repair and sufficiently long to protect all parts of the arm not covered by clothing.

3. Employees should be repeatedly warned of hazards and of special location of the most hazardous spots. Properly worded signs should be placed to specify the dangers at the points where they exist.

4. In addition to running hot water, accessibly placed, and freely supplied, there should be soap, brushes, and towels for individual employees.

5. Sweeping should be done after working hours, or else by the vacuum method.

6. Workers exposed to mercury should be supplied with individual toothbrushes and instructed in the necessity of cleaning their teeth before meals.

7. Special lunch rooms, completely separated from communication with all places in which mercury vapors or fur dust exists, should be provided. Eating or drinking in workroom should be forbidden, and the mouth should be washed before drinking, during or directly after work.

8. No common drinking cup should be allowed.

9. Special "silencers" or cotton should be worn in the ears, in rooms where noise is great; wherever feasible silencing devices should be enforced in connection with the machinery.

10. Separate lockers for work clothes and for street clothes should be provided.

11. Spitting should be forbidden.

12. Chairs should be provided for workers who otherwise have to squat on floors; no work should be done on floors; tables should be provided to make possible work in proper posture.

13. Proper lighting should be insisted upon.

14. Minors should be forbidden employment in departments where they are exposed to mercurialized fur.

15. All employees who come in contact with mercury should have dental care on entering employment, and periodically thereafter.

16. Examinations periodically by private physicians, or at the occupational clinic of the department of health, should be required to detect early signs of mercurialism, and to give timely help to check it.

17. Warning should be given against the dangers of the use of alcohols in combination with exposure to mercury.

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## EFFECT OF THE MINIMUM WAGE DECREE ON THE BRUSH INDUSTRY IN MASSACHUSETTS.

Based upon a study of the wages paid to women employed in the brush industry in Massachusetts made by the Massachusetts Minimum Wage Commission after its minimum-wage decree had been in force in the industry for more than a year, the commission reached the conclusion that "The decree has been complied with in practically every instance. The increases in wages have been large throughout the industry and at the same time the capital invested in the industry and the value of the product have materially increased. The employment of women and minors has not given way to the employment of men, nor has the minimum wage tended to become the maximum."

The brush industry was the first industry in Massachusetts in which a legal wage was established, the commission's decree coming into effect on August 15, 1914. The rate established was 15½ cents an hour for any experienced female employee, with a rate for learners and apprentices of 65 per cent of this minimum and a period of apprenticeship limited to one year. The rates applied to all minor employees as well as to women.

In order to ascertain the effect of the rates upon the industry, as well as to record violations, the commission made two inspections of the brush factories, one in November and December, 1914, and a second in June and July, 1915. Nineteen of the 29 brush factories in operation in the State during the period covered were employing women at the time of one or both of the inspections. At the time of the first inspection the pay rolls of five firms showed noncompliance



with the decree, 18 women being in receipt of less than the prescribed rates. Two firms failed to keep records adequate to show whether or not they were complying with the decree. As a result of this investigation the commission published in a Boston newspaper a notice giving the names of the firms which had accepted the decree of the commission and were known to be paying not less than the legal minimum rate. The names of the firms paying rates below the legal minimum and of those failing to keep adequate records were not published.

The commission's investigation in June and July, 1915, showed only three firms refusing to pay the legal rates and only five women, or 1 per cent of the number for whom wage records were taken, receiving rates below the legal minimum. The number and proportion of violations of the decree have, therefore, decreased since the earlier investigation and the publication of the names of the employers who had been complying with the law. All of the establishments failing to pay the legal minimum rate were small factories, employing less than 15 women. No employer had asked for a judicial review of the order of the commission on the ground that payment of the legal rates would prevent his doing business at a reasonable profit.

The following table shows the earnings in 1913 as compared with the earnings under the operation of the decree in 1915. The percentage of women workers who earned less than \$6 in the week selected for comparison was 61.4 in 1913 and only 19.8 in 1915. The percentage earning over \$9 increased from 10.2 to 19.4, showing that wages have tended to increase even above the minimum, or, in other words, that the minimum does not tend to become the maximum.

NUMBER AND PER CENT OF WOMEN EARNING SPECIFIED AMOUNTS WEEKLY, 1913 AND 1915.

Year	Under \$6.		\$6 and under \$8.		\$8 and under \$9.		\$9 and over.		Total.	
	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.
1913.....	320	61.4	119	22.8	29	5.6	53	10.2	521	100.0
1915.....	96	19.8	236	48.7	59	12.1	94	19.4	485	100.0

Employers who were interviewed by the commission differed greatly in their statements as to the effect of the minimum-wage decree. Strong protest was made against the prison-made brushes. One firm claimed that on a cheaper grade of brushes the minimum-wage requirements were only a secondary consideration, the prison competition being of the first importance. Another firm claimed, on the other hand, that the minimum-wage requirements had been a great detriment to its business, causing it to refuse large orders and to discharge many of its low-paid women employees.

Other employers complained of the failure of the European bristle supply as a cause of reduction in business. Certain manufacturers stated that no effects had been felt from the operation of the minimum-wage law; others mentioned dullness of business, but ascribed it to other causes. One employer spoke of the necessity of discharging certain employees who were not able to earn the specified rates, and the discontinuance of a particular line of work. The employer referred to was, however, employing the same number of women in his factory as before the decree went into effect. Another employer, who stated the difficulty to be the problem of finding girls skilled enough to earn the high rates, was employing more women in his factory than before the rates went into effect.

The Massachusetts commission in attempting to ascertain the effect of the establishment of the minimum-wage rates in the industry presents comparisons of capital invested, value of product, etc., in the industry in 1913 and 1914, before and after the application of the minimum-wage decree. The figures presented are as follows:

STATISTICS OF THE BRUSH INDUSTRY IN MASSACHUSETTS BEFORE THE MINIMUM-WAGE DECREE, 1913, AND AFTER THE DECREE WENT INTO EFFECT IN 1914.

	1913 <sup>1</sup>	1914 <sup>2</sup>
Number of establishments.....	27	30
Capital invested.....	\$2, 771, 038	\$3, 286, 997
Value of stock and materials used.....	\$2, 059, 146	\$2, 232, 684
Value of product.....	\$3, 740, 615	\$3, 914, 029

<sup>1</sup> Statistics of Manufactures (Massachusetts) for the year 1913, p. 3.

<sup>2</sup> Advance data furnished by the Massachusetts bureau of statistics.

The commission could not make a comparison of the numbers of men, women, and minors employed in all the establishments both before and after the minimum wage went into effect owing to defective information for some of the establishments. For 16 of the 19 factories inspected the pay roll showed that the total number of women had increased from 332 to 334, the total number of minors had increased from 36 to 51, and the total number of men had decreased from 472 to 417. Commenting on these figures, the commission says: "It is obvious, therefore, that for this industry the establishment of minimum wages has not had the effect at times prophesied for it, namely, of throwing many women and minors out of work and encouraging instead the employment of men and the few skilled women. It is, of course, possible that if there were available the numbers employed by the firm which refused information concerning men the conclusions in this respect would be changed."

The decrease in the total number of employees in these 16 establishments the commission regards as due to the depressed condition of business throughout the State, the unemployment situation

throughout the industries of the State having been an almost unprecedented one during the past year. Figures are quoted from the Massachusetts bureau of statistics to show the basis of this conclusion.

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### MINIMUM-WAGE LAW IN FRANCE.

France adopted the principle of the minimum wage by the enactment of a law on July 10, 1915, providing for the fixing by special boards of such a wage for women employed in home work in the clothing industry. The circular letter of the minister of labor and social welfare, dated July 24, 1915, refers to the act as one which labor has awaited with impatience, and whose importance, justice, and opportuneness is strikingly shown by the fact that the law was enacted unanimously by the Senate and the Chamber of Deputies. Its origin, he states, is founded on the numerous complaints and investigations which have been made for several years concerning the existence of sweating of women in home work; and although partly a war measure it is nevertheless a piece of permanently valuable legislation.

The law applies more particularly to the execution of work at home by women in the manufacture of clothing, hats, boots and shoes, white goods, embroidery, lace, feathers, and artificial flowers. It is, however, permitted to extend the application of the law to other trades by a ministerial order to that effect, but with the approval of the superior labor council.

For the fixing of the minimum rate of wages the law provides for the establishment of special wage boards in the principal town of each Department. Use is, however, to be made of the already existing councils of labor created by the act of July 17, 1908, which are bodies consisting of employers and employees in equal number, elected for each occupation or a group of occupations in the locality, in order to represent and harmonize the interests of employer and employee. As the circular letter of the minister of labor indicates, however, few labor councils have so far been established, and as none have been appointed for the trades in question, the work of establishing special wage boards for these industries will have to be undertaken.

Three steps in the establishment of the minimum wage are to be noted: (1) The determination of the customary or ruling rates of wages which can be earned by a woman of average capacity working 10 hours per day by the labor council or special wage board; (2) determination of the minimum time required to perform all the processes necessary to make up a completed article by a special board of trade experts; (3) the final fixing by employers of the resulting



rates for the particular pieces of work to be executed by the home worker. This final minimum piece wage to be paid for any finished article will be arrived at by multiplying the customary hourly rate by the number of hours necessary to finish the article in question.

The final rates so established are to be posted in a conspicuous place by the employer, and to be set forth in a memorandum book accompanying each piece of work given out to an employee. The prefect of each Department is required to publish the established rates within the district of the board which established them, and if at the expiration of three months no protest has been made against them, they become final; but in the event of a protest being made, the matter is heard and decided upon by a special committee sitting at the ministry of labor. The minimum piece rates established under this law are to be revised every three years. Infractions of the provisions of the law are punishable by fines varying from 5 to 15 francs (96.5 cents to \$2.89). Civil suits for the recovery of wages less than the prescribed minimum must be instituted by the injured party.

In a limited sense the law includes within its protection male home workers in the industries in question who may be paid wages less than the minimum prescribed for women by giving them the right to sue for any amount less than that minimum.

As to its form the law becomes a part of titles 3 and 5 of Book I of the French Labor Code promulgated in 1910, which parts relate to wages and to infractions of the code. In the translation of the law which here follows the numbering of the articles as they would appear in the code has been adopted:

ARTICLE 33. The provisions of the present section [law] shall be applicable to all female workers executing work at home on clothing, hats, shoes, white goods of all kinds, embroidery, lace, feathers, artificial flowers, or any other work connected with the clothing industry.

ART. 33a. Every manufacturer, agent, or middleman giving out work of the kind described above to be executed at home must inform the factory inspector of that fact and keep a list showing the name and address of every female worker employed at such work.

ART. 33b. Piece-price lists for those styles which are made in large quantities must be kept constantly posted by each employer giving out home work, in the waiting rooms, as well as in the rooms in which the raw materials are given out to female workers and where the finished goods are received.

This provision shall not be applicable to the private homes of female workers if the giving out of the raw materials and the delivery of the finished goods are effected directly in these homes by order of the manufacturers, agents, or middlemen.

ART. 33c. At the time when a female worker is given work to be executed at her home she must be handed a counterfoil slip or a memorandum book on which are shown the nature and quantity of the work to be executed, the date on which it is given out, the piece rate applicable thereto, as well as the nature

and value of the findings to be provided by the worker at her own expense. The net piece rates may not be lower than the prices posted for the same articles in pursuance of the provisions of the preceding article.

On delivery of the finished work the date of delivery, the amount earned by the worker, and all deductions for findings which the manufacturer, agent, or middlemen may make within the limits prescribed in article 50 of the present book, as well as the net amount paid to the worker, must be entered on the counterfoil slip or memorandum book.

The entries made on the counterfoil slip or in the memorandum book must be exactly copied on the stub of the counterfoil or in a regularly kept register.

The stubs and book mentioned in the preceding paragraph must be preserved by the manufacturer, agent, or middlemen for at least one year, and must always be kept ready for inspection by the factory inspector.

All incorrect entries on the counterfoil slips, memorandum books, stubs, or registers prescribed in this article are punishable by fines as provided in article 99a below.

ART. 33d. The piece rates applicable to home work must be such as to enable a female worker of average ability to earn in 10 hours a wage equal to a minimum determined by the labor councils, or in their absence by the wage boards established for the trade and district in pursuance of articles 33e, 33f, and 33g following.

ART. 33e. The labor councils shall establish the daily wage rates usually paid in the district to female workers of average ability and of the same occupation working in shops by the hour or day and executing the various kinds of work current in this occupation.

On the basis of the wage rates established in this manner the labor councils shall determine the minimum rates provided in article 33d above.

In districts in which the above occupations are carried on exclusively at home the labor councils shall determine the minimum rates on the basis of the average wages of female workers who execute similar work in workshops in the district in question or in similar districts or on the basis of the wages usually paid to female day laborers in said district.

The minimum rates determined in this manner shall serve as a basis for decisions of the industrial courts (*conseils de prud'hommes*) and of the justices of the peace in disputes relating to the present section [law] submitted to them.

The labor councils shall revise the minimum rates at least every three years.

ART. 33f. If a labor council does not exist for the occupation in the district, a wage board for female home workers shall be established in the chief town of the Department, which board shall exercise all the functions conferred in the preceding article upon the labor councils.

The wage board shall be composed of the justice of the peace or of the ranking justice of the peace officiating in the chief town of the Department, who shall be ex officio president of the board, of from two to four male or female home workers and of a like number of employers in the industries to which the present law relates.

The members of the wage board shall be chosen by the section presidents and vice presidents of the industrial courts existing in the Department.

If a competent industrial court does not exist in the Department, or if the section presidents and vice presidents of the industrial courts can not come to an agreement in the selection of members for the wage board, the members of the wage board shall be designated by the president of the civil court.

ART. 33g. Where a labor council does not exist there shall, in addition, be created one or more boards of trade experts (*comités professionnels d'expertise*).



Each of these boards shall be composed of two female workers and two employers (male or female) of the clothing industry exercising their trade in the Department.

The meeting shall be presided over by the justice of the peace of that Canton in which the board has its seat.

The members of the board shall be chosen by the meeting of section presidents and vice presidents of the industrial courts for the Department, or they shall be appointed by the prefect in case no industrial courts exist for the Department.

The labor councils, or in the absence of such the board of trade experts, either on their own authority, or on request either of the Government, or of the industrial courts, or of interested trade-unions, shall prepare, as accurately as possible, schedules of the time required for the execution of piecework for all the various articles and the various classes of female workers in those occupations and districts which are subject to their jurisdiction.

The minimum-wage rate applicable to articles manufactured on a piecework basis shall be arrived at by multiplying the minimum wage per hour as determined by the wage board by the number of hours required to execute all the processes necessary for a completed article.

The competent authorities are authorized to consult the boards of trade experts when estimates are to be made of the time required for such piecework as may not be included in the piecework time schedules.

Information given under such circumstances shall serve as a basis for decisions of the industrial courts or justices of the peace in disputes brought before them which relate to piecework.

The minimum-wage rates and all wage rates determined or established in pursuance of articles 33e, 33f, and 33g by the labor councils or by the special boards shall be published by order of the prefect and be inserted among the published administrative orders of the Department.

If within three months after the publication of a minimum-wage rate decreed by a labor council, or by a wage board, or of a wage schedule established by a labor council, or by a board of trade experts, a protest is made against these rates, either by the Government or by some trade association, or some person interested in the trade, the rates shall then be conclusively determined by a central commission sitting in the ministry of labor and composed as follows: Two members (one employer and one workman) of the labor council or of the departmental wage board which determined the minimum wage rate; the two representatives of the trade (one employer and one workman) in the superior labor council; two prudhommes (one employer and one workman) elected for three years by all industrial courts combined; one permanent investigator of the labor office designated by the minister of labor, who shall act as secretary of the commission and shall have a consulting vote; and one member of the court of cassation designated by said court for a period of three years, who shall be ex officio president of the commission, and, in case of equal division of the votes, shall have the deciding vote.

After the expiration of this three months' period or after a decision of the central commission, the minimum-wage rate becomes obligatory within the jurisdiction of the labor council or departmental wage board which established said rate.

In case a labor council or a departmental wage board decides to change a minimum wage rate, the previously determined rate remains obligatory until the expiration of three months, or, in case of a protest, until the central commission has rendered a decision.



An administrative order shall regulate in detail the matter of publications as directed above, the functions of the central commission, and the use of the funds required for carrying out the duties prescribed.

ART. 33i. Within their sphere of jurisdiction the industrial courts, and, in their absence, the justices of the peace, shall be competent to decide all disputes arising in the application of the present section [law] and especially to correct all wage accounts in which lower rates than the minimum rates defined in the preceding articles have been applied.

The established difference between the wages paid and those due must be paid to the female worker who has not been fully compensated without prejudice to any indemnity in favor of the worker which the employer may be ordered to pay.

Every manufacturer, agent, or middleman shall be civilly liable if through his fault the payment of the minimum-wage rate has been made impossible.

ART. 33j. Complaints of female workers relating to the wage schedule applicable to the work performed by them may only be received if presented within two weeks after the payment of their wages.

This time limit does not apply to a suit brought by a female worker for application in her favor of a piece wage schedule (*tarif d'espece*) established by a previous court decision and published in accordance with article 33i.

ART. 33k. Associations specially authorized by the minister of labor and trade associations (*syndicats professionnels*) existing in the district for the industries designated in article 33, even if they are entirely or partially composed of shop workers, may bring civil suit on account of nonobservance of the present law, without having to bring proof of any damage. On demand of the defendant they must, however, furnish bond for the payment of possible costs and indemnity, unless they possess real estate in France of a value sufficient to cover such payment.

The preceding provision shall not prejudice any rights granted to trade associations by laws previously enacted.

ART. 33l. On the occasion of each dispute relating to the compensation of a female worker executing at home any work designated in article 33, the industrial court or the justice of the peace shall publish the minimum-wage rate on which the decision was based and the piece wage schedule resulting from the decision by having it posted on the door of the court.

Any person interested and all organizations designated in article 33k are authorized to copy these wage rates in the secretary's office of the industrial court or in the clerk's office of the justice of the peace without payment of a fee.

ART. 33m. In case male workers in the industries designated in article 33 who execute at home the same kind of work as female home workers receive a wage lower than the minimum wage established for the latter, the additional wage necessary to make up the above minimum may, under the same conditions which apply to female home workers, be demanded before an industrial court or a justice of the peace.

The provisions of articles 33a, 33b, 33c, 33d, 33e, 33f, 33g, 33h, 33i, 33j, 33k, 33l, and 33m may, on proposal of the superior labor council and through an administrative order, be made applicable to female home workers employed in other industries than those designated in article 33.

ART. 33n. All agreements contrary to the provisions of the present law shall be null and void. \* \* \*

ART. 99a. Manufacturers, agents, and middlemen, or their representatives who commit infractions of articles 33a, 33b, and 33c, of this book [of the Code] are liable to prosecution before the police court and to a fine of from 5 to 15 francs (96.5 cents to \$2.90).

In case of infraction of article 33c, the fine shall be applied as many times as there are persons in respect to whom the provisions of the said article have not been observed; the maximum amount of the fine may, however, not exceed 500 francs (\$96.50).

In case of a repeated infraction, the offender shall be prosecuted before the criminal court and be punished with a fine of from 16 to 100 francs (\$3.09 to \$19.30).

An infraction shall be considered as a repeated infraction if within one year previous to the present prosecution the offender has been condemned for a like infraction.

In case of several infractions punishable as repeated infractions, punishment by a fine shall be applied as many times as the offender has been convicted of new infractions; the maximum amount of these fines may, however, not exceed 3,000 francs (\$579).

The criminal courts may apply the provisions of article 463 of the Criminal Code as to mitigating circumstances; in no case may the fine, however, be less than 5 francs (96.5 cents).

Manufacturers, agents, and middlemen are civilly liable for convictions of their representatives.

ART. 107. The factory inspectors, jointly with the officers of the police courts, are charged with the enforcement of articles 33a, 33b, 33c, 75, 76, and 77, and, in so far as commerce and industry are concerned, with that of articles 43, 44, and 45 of this book [of the Code]. \* \* \*

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## NEW LEGISLATION RELATING TO CONVICT LABOR.

The vexed subject of employment of convicts received a considerable amount of attention from the legislatures of the current year, many of the acts and amendments being of minor importance, though a few laws of outstanding interest appear. The States of the West and Middle West continue to make use of prison labor for the manufacture of hemp and jute into binding twine and bags. The Montana Legislature this year provided for a referendum on the subject of a bond issue for the construction and equipment of a binding-twine factory in that State. In Oregon the erection of a flax mill is provided for.

Labor on highways is provided for by the laws of all the States of the Union with the apparent exception of Maryland, New Hampshire, and Rhode Island, 18 States having enacted new or amendatory legislation on this particular subject this year. The preparation of road material at prison camps and on State farms is contemplated by several acts, while the Oklahoma Legislature arranges for the establishment of a steel plant for the production of material for bridges and public buildings of the State.

In many of the States wage allowances are to be made to the convicts for regular employment, while in others pay for overtime work is granted, and still others allow extra pay or extra good time for convicts employed outside the prison premises. It is a common provision also that a part, and in some cases all, the earnings allowed



convicts may go to the support of their dependents, if any, either automatically or on the request of the prisoner. Portions not so expended may be retained for the use of the convict when his term expires.

The Iowa statute prescribes the State account, State use, and public works and ways systems, the trades engaged in to be such as will develop the intellectual and moral capacity of the prisoners, and teach them useful trades and callings. The statute of Nebraska was the subject of considerable amendments, the State-use system being indicated as the method of employment, with the general direction that competition with free labor should be avoided. State convicts may also be let out to the counties and cities of the State to be used by them. The tendency to abolish the contract system has not reached its full development in Missouri, this system being allowed for not more than one-half the convicts. A binding-twine plant is to be established at the penitentiary, and other articles are to be made for State use and on public account.

One of the most important laws of this class is that passed by the Legislature of Pennsylvania, establishing a prison-labor commission made up of one member each of the board of prison inspectors of the Eastern Penitentiary and the Western Penitentiary and the board of managers of the industrial reformatory. This commission is authorized to arrange for the installation of machinery chosen by them of an amount, kind, and character suitable for the carrying on of the industries designated in the act. The manufacture and production of the supplies needed for the institutions represented on the commission, and for the State and counties, as well as for any institution owned and controlled by the State, are contemplated; also the preparation and manufacture of building material for the construction or repair of State institutions, and work for purposes of industrial training and instruction. Other work mentioned is the making and preparing of crushed stone, brick, tile, culvert pipe, and other material suitable for draining the roads of the State, or for road building and ballasting. These products and materials are to be disposed of to the State, counties, and public institutions of the State in accordance with arrangements to be made by the prison-labor commission, and an amount of \$75,000 is appropriated to establish a manufacturing fund for their use and disposal.

Inmates of the institutions to which the law applies are to be credited with wages for the time actually at work, the rates to be fixed by the commission or by persons designated by them. The law establishes maximum and minimum rates of 50 cents and 10 cents per day, respectively, the differences in rates to be expressive both of the pecuniary value of the work done and of the willingness, industry, and good conduct of the prisoner. Dependents are to receive three-fourths of the earnings, and all if the prisoner desires; where there are no



dependents, earnings are to accumulate to the credit of the prisoner for his benefit at the time of release, and are to be paid to him in installments, one-third on discharge, one-third in three months, and the remainder in six months. Another act fixes a wage allowance of 25 cents daily for convicts engaged on public highways; this act forbids the employment of convicts at building any bridge or other structure of like character, or the doing of any work in connection therewith which requires the employment of skilled labor.

Perhaps the only novel feature in the laws noted is that of the Pennsylvania statute providing for installment payments of personal accumulations. The avoidance of competition with free and skilled labor continues to be a matter on which the legislatures incline to give expression; though on the other hand the idea of such training and instruction as will qualify prisoners for self-support and will better their intellectual and moral status is apparently pressing for recognition with increasing success.

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## CONFERENCE BOARD OF PHYSICIANS IN INDUSTRIAL PRACTICE.

An organization has recently been formed under the name "Conference Board of Physicians in Industrial Practice," the purpose of which is stated to be "cooperative effort in introducing into industrial establishments the most effective measures for the treatment of injuries or ailments of employees; for promoting sanitary conditions in workshops; and for prevention of industrial diseases." Dr. John J. Moorhead is chairman and Mr. Magnus W. Alexander, General Electric Co., West Lynn, Mass., is executive secretary. The members are:

Dr. T. John Bowes, Philadelphia Electric Co., Philadelphia, Pa.; Dr. W. Irving Clark, Norton Co., Worcester, Mass.; Dr. Royal S. Copeland, Consolidated Gas. Co., New York City; Dr. G. M. Dorrance, Joseph Campbell Co., Camden, N. J.; Dr. E. H. Hanna, Cadillac Motor Car Co., Detroit, Mich.; Dr. G. L. Howe, Eastman Kodak Co., Rochester, N. Y.; Dr. W. G. Hudson, E. I. DuPont de Nemours Powder Co., New York City; Dr. J. A. Jackson, New York Edison Co., New York City; Dr. Charles A. Lauffer, Westinghouse Electric & Manufacturing Co., East Pittsburgh, Pa.; Dr. Frederic W. Loughram, State Insurance Fund, New York City; Dr. A. C. Marshall, Powers-Weightman-Rosengarten Co., Philadelphia, Pa.; Dr. J. D. McGowan, Commonwealth Edison Co., Chicago, Ill.; Dr. John J. Moorhead, Interborough Rapid Transit Co., New York Railways Co., New York City; Dr. Francis D. Patterson, Harrison Bros. & Co. (Inc.), The J. G. Brill Co., Electric Storage Battery Co., Philadelphia, Pa.; Dr. J. W. Rabe, The B. F. Goodrich Co., Akron, Ohio; Dr. W. E. Ramsay, The American Smelting & Refining Co., Raritan Copper Works, Barber Asphalt Paving Co., Perth Amboy, N. J.; Dr. L. M. Ryan, Hudson & Manhattan R. R. Co., The Foundation Co. of New York, New York City; Dr. F. E. Schubmehl, General Electric Co., West Lynn, Mass.; Dr. John Woodman, New York Edison Co., New York City; Dr. Randall Zimmerman, Westinghouse Air Brake Co., Wilmerding, Pa.

## RETAIL PRICES IN VARIOUS FOREIGN COUNTRIES.

The bureau made a study of prices as affected by the war in Bulletin No. 170, and has, from time to time, issued in the MONTHLY REVIEW statements of the movement of current retail prices in those countries. The following table is an attempt to compile the available data of retail prices, based on official sources, and is aimed to show the percentage increase for indicated periods in the retail prices of the more important food articles. The table is necessarily fragmentary, but if used with proper caution may be of some value. The table follows:

PER CENT OF INCREASE IN RETAIL PRICE OF SPECIFIED ARTICLES OF FOOD IN SELECTED COUNTRIES.

Article.	Austria, <sup>1</sup> Vienna: Aug. 30, 1914, Aug. 29, 1915.	Ger- many, Berlin: Week ending Aug. 29, 1914, and Aug. 28, 1915.	Italy (41 cities): Aug., 1914, Aug., 1915.	Sweden (44 cities): Aug., 1914, Aug., 1915.	France, <sup>2</sup> Paris: June, 1914, June, 1915.	Great Britain.		Nether- lands (2 coopera- tive stores): Jan. to July, 1914, and Aug., 1915.	Den- mark, Copen- hagen: July, last week, 1914, Aug., 1915.
						Large towns: July, 1914, Oct. 1, 1915.	Small towns and villages: July, 1914, Oct. 1, 1915.		
Beef, fore quarter...	150	30	43	42	48	39	38	.....	.....
Beef, hind quarter...	134	44	.....	35	.....	51	43	.....	.....
Veal.....	228	36	.....	29	10	.....	.....	.....	.....
Pork.....	282	80	.....	64	13	.....	.....	.....	36
Bread, rye.....	.....	.....	.....	19	.....	.....	.....	.....	56
Bread, wheat.....	.....	.....	22	12	.....	40	35	.....	9
Flour, wheat.....	.....	.....	30	19	.....	39	45	.....	42
Flour, rye.....	.....	.....	.....	36	.....	.....	.....	38	.....
Milk.....	.....	.....	5	7	.....	19	17	.....	17
Butter.....	70	53	.....	28	.....	34	35	56	24
Eggs.....	87	60	.....	34	.....	66	60	.....	44
Sugar.....	.....	.....	.....	( <sup>3</sup> )	120	97	90	15	<sup>4</sup> 14
Rice.....	.....	.....	.....	10	.....	.....	.....	4	32
Potatoes.....	100	50	.....	.....	.....	53	59	.....	69
Beans.....	55	.....	.....	42	.....	.....	.....	14	.....
Bacon.....	.....	100	23	.....	.....	.....	.....	.....	.....
Lard.....	.....	121	.....	.....	.....	.....	.....	.....	90
Tea.....	.....	.....	.....	.....	.....	50	47	7	.....

<sup>1</sup> Minimum prices.

<sup>2</sup> Wholesale prices.

<sup>3</sup> No change.

<sup>4</sup> Brown sugar.

<sup>5</sup> Decrease.

It is not possible to secure any statement as to the relative increase in all commodities for any period of time, except in the case of Great Britain, Australia, and New Zealand. For Great Britain the general increase in prices on October 1, 1915, as compared with July, 1914, is given as 40 per cent; for Australia the increase from July, 1914, to May, 1915, as indicated for 46 articles reported from 30 towns, is 18 per cent; and in New Zealand it was 12 per cent for about 100 food commodities reported from 25 cities.

## AUSTRALIA.

Under the heading "Retail prices, house rent, and cost of living," the Labor Bulletin of the Commonwealth Bureau of Census and Statistics shows the quarterly and monthly price fluctuations for food-stuffs. The fluctuations are not expressed in actual prices, but in index numbers, the prices for 1912 being taken as the base (1000). Index numbers are compiled for each of the six States of the Commonwealth on the basis of average prices in the five principal towns of each State. The commodities included are 46 in number—groceries (inclusive of bread), 18 commodities; dairy products, 7; and meats, 21. All commodities are weighted in proportion to consumption. The following two tables show the recent increase in food prices:

INDEX NUMBERS OF RETAIL PRICES (GROCERIES, DAIRY PRODUCE, AND MEAT) IN THE CAPITAL AND IN 5 PRINCIPAL TOWNS OF EACH STATE, WITH WEIGHTED AVERAGE FOR THE COMMONWEALTH OF AUSTRALIA (30 TOWNS) FOR THE YEAR 1912, JULY, 1914, AND THE FIRST 5 MONTHS OF 1915.

[Source: Labor Bulletin of the Commonwealth Bureau of Census and Statistics, No. 9, p. 25. Melbourne, 1915.]

Locality.	1912	July, 1914.	1915					Per cent of increase from July, 1914, to May, 1915.
			Jan.	Feb.	Mar.	Apr.	May.	
New South Wales:								
Sydney.....	986	1011	1098	1060	1080	1098	1112	10.0
Average for 5 principal towns.....	995	1022	1103	1071	1090	1110	1125	10.1
Victoria:								
Melbourne.....	949	970	1019	1034	1067	1125	1216	25.4
Average for 5 principal towns.....	952	969	1019	1036	1069	1127	1217	25.6
Queensland:								
Brisbane.....	966	926	1057	1035	1046	1129	1162	25.5
Average for 5 principal towns.....	985	948	1080	1061	1078	1150	1191	25.6
South Australia:								
Adelaide.....	1012	1097	1134	1138	1188	1251	1303	18.8
Average for 5 principal towns.....	1011	1093	1134	1140	1190	1251	1303	19.2
Western Australia:								
Perth.....	1179	1175	1206	1239	1290	1311	1317	12.1
Average for 5 principal towns.....	1243	1238	1278	1308	1350	1365	1380	11.5
Tasmania:								
Hobart.....	1044	1063	1114	1136	1152	1220	1229	15.6
Average for 5 principal towns.....	1036	1054	1103	1128	1144	1203	1227	16.4
Weighted average for Commonwealth.....	<sup>1</sup> 1000	1021	1088	1084	1113	1156	1203	17.8

<sup>1</sup> Base for table.



INDEX NUMBERS OF RETAIL PRICES FOR EACH STATE AND FOR THE COMMONWEALTH OF AUSTRALIA FOR THE YEARS 1912, 1913, 1914, AND FOR THE FIRST QUARTER OF 1914 AND 1915; WEIGHTED AVERAGE FOR 30 TOWNS (5 IN EACH STATE) AS BASE (1,000).

[Source: Labor Bulletin of the Commonwealth Bureau of Census and Statistics No. 9, p. 15. Melbourne, 1915.]

	New South Wales.	Victoria.	Queensland.	South Australia.	Western Australia.	Tasmania.	Commonwealth.
Groceries (inclusive of bread).							
Average for 1912.....	1018	934	1080	1001	1118	1013	<sup>1</sup> 1000
Average for 1913.....	977	842	998	917	1027	919	928
Average for 1914.....	979	874	979	933	1060	928	942
January to March, 1914.....	973	829	979	903	988	909	916
January to March, 1915.....	1038	996	1085	1057	1182	1045	1041
Dairy produce:							
Average for 1912.....	992	956	947	1069	1235	971	<sup>1</sup> 1000
Average for 1913.....	991	903	895	1040	1186	942	970
Average for 1914.....	1006	954	896	1066	1117	1020	997
January to March, 1914.....	1042	922	879	1055	1177	976	994
January to March, 1915.....	1031	995	936	1126	1230	1097	1036
Meat:							
Average for 1912.....	959	979	863	968	1463	1143	<sup>1</sup> 1000
Average for 1913.....	1045	997	853	1030	1426	1200	1042
Average for 1914.....	1105	1098	1017	1278	1501	1281	1147
January to March, 1914.....	1045	1009	930	1121	1425	1196	1062
January to March, 1915.....	1230	1164	1191	1347	1612	1287	1245

<sup>1</sup> Base for table.

### AUSTRIA (VIENNA).

Some difficulty has been experienced in securing statements concerning retail prices of food commodities in Austria, and it has been found necessary, therefore, to make use of newspapers which reach this country from time to time.

The table which follows is a statement of the retail prices of the more important food commodities, as reported for Vienna by the Neue Freie Presse. This statement shows the actual range of retail prices in the principal markets of Vienna on August 30, 1914, as compared with August 29, 1915:

#### RETAIL PRICES OF FOOD IN VIENNA MARKETS AUG. 30, 1914, AND AUG. 29, 1915.

Article.	Unit.	Aug. 30, 1914.	Aug. 29, 1915.
		<i>Cents.</i>	<i>Cents.</i>
Beef, fore quarter.....	Pound..	8.84-18.41	22.12-47.92
Beef, hind quarter.....	do.....	11.78-19.52	27.65-49.77
Beef, steak.....	do.....	18.41-23.01	44.24-55.23
Veal.....	do.....	9.21-19.79	30.23-40.55
Pork.....	do.....	10.13-21.17	38.71-45.16
Cabbage, white.....	Each.....	1.62- 4.06	.81- 2.84
Cabbage, red.....	do.....	2.44- 4.87	2.84- 6.09
Lemons.....	do.....	1.22- 1.62	2.03- 4.06
Potatoes, new.....	Bushel..	55.24-77.33	110.47-132.56
Onions.....	Pound..	2.03- 2.58	3.87- 5.53
Beans, green.....	do.....	1.66- 2.40	2.58- 3.50
Sauerkraut.....	do.....	1.84- 2.40	3.50- 3.69
Tomatoes.....	do.....	1.66- 2.40	3.04- 4.24
Lentils.....	do.....	8.85- 9.95	13.27-18.43
Peas.....	do.....	4.42- 8.85	12.72-18.43
Butter.....	do.....	25.80-40.55	43.87-56.03
Peas, green, unshelled.....	do.....	2.95- 3.50	8.29- 9.58
Eggs, fresh.....	Dozen...	17.40-20.30	32.48-40.60

## CANADA.

The Canadian Labor Gazette for October, 1915, reports the following concerning the movement of prices for the month of September:

"The feature of the prices movement during September was the lower level for wheat, flour and bread, oats, and rolled oats. Eggs, however, advanced materially. The wholesale markets for cattle, sheep, beef and mutton were somewhat lower. Hog markets, however, were upward. Declines occurred in many metals, notably spelter and zinc, which receded from the abnormal levels of the last three months but were still comparatively high.

"In retail prices the cost of a list of certain staple foods in terms of the average prices in Canada stood at \$7.736 for September, as compared with \$7.781 for August and \$7.826 for September, 1914. Fuel and rents showed little change for the month, but the latter averaged \$4.06 per week, as compared with \$4.588 in September, 1914. Meats, eggs, flour, evaporated apples, and potatoes averaged somewhat lower than a year before, with bread, beans, cheese, and sugar higher.

"In wholesale prices the department's index number covering 272 commodities, including raw materials and manufactured goods, as well as farm products and foods, stood at 147.2 for September, as compared with 147.6 for August and 141.3 for September, 1914. Including spelter and zinc in the calculation for August at the high levels reached by an abnormal advance since June, from which prices have again fallen to a great extent, the index number for August was 149.9. The chief decreases for the month occurred in grains and fodder, animals and meats, breadstuffs, and metals, with the chief increases in dairy products, fish, fruits and vegetables, hides, and fuel.

"As compared with September, 1914, the chief increases appear in dairy products, sugar, woolens, jute, flax products, hides, leathers, boots and shoes, metals and implements, miscellaneous building materials, paints, oils and glass, crockery, drugs, and chemicals. The chief decreases appear in grains and fodder, animals and meats, fish, fruits and vegetables, silks, lumber, raw furs, and sundries."

The following table shows the cost per week of a family budget of 29 staple articles of food and of 5 articles for fuel and lighting and of rent in terms of the average prices in approximately 60 cities in Canada during each of the years 1910 to 1914 and for August, 1915, and September, 1914 and 1915.

## COST PER WEEK OF A FAMILY BUDGET.

Article.	1910	1911	1912	1913	1914	Sept., 1914.	Aug., 1915.	Sept., 1915.
Foods (29 articles).....	\$6.954	\$7.138	\$7.339	\$7.337	\$7.731	\$7.826	\$7.781	\$7.736
Starch.....	.031	.031	.032	.032	.032	.032	.032	.032
Fuel and lighting (5 articles).....	1.757	1.783	1.817	1.905	1.895	1.885	1.842	1.847
Rent.....	4.050	4.050	4.600	4.750	4.650	4.588	4.087	4.060
Total.....	12.792	13.002	13.788	14.024	14.308	14.331	13.742	13.675

By way of illustration the table shows that it cost the average workingman's family \$6.95 to secure a quantity of food sufficient for a week's consumption in 1910, while the same quantity in September, 1914, cost \$7.83, and in September, 1915, \$7.74.

The table which follows shows the cost per week of a week's supply of 29 staple foods in terms of the average prices of certain cities in each Province of Canada:

## COST PER WEEK OF A FAMILY BUDGET OF 29 STAPLE-FOODS, IN TERMS OF THE AVERAGE PRICES OF THE CITIES IN EACH PROVINCE.

Province.	1910	1911	1912	1913	1914	Sept., 1914.	Aug., 1915.	Sept., 1915.
Nova Scotia.....	\$6.817	\$6.776	\$7.166	\$7.289	\$7.475	\$7.485	\$7.904	\$7.865
New Brunswick.....	6.548	6.836	7.130	7.041	6.693	6.750	6.602	6.717
Prince Edward Island.....	5.812	5.795	6.107	6.338	7.443	7.694	7.686	7.716
Quebec.....	6.331	6.457	6.968	6.870	7.158	7.407	7.240	7.200
Ontario.....	6.504	6.666	7.251	7.203	7.479	7.772	7.682	7.623
Manitoba.....	7.462	7.405	7.884	7.873	8.149	8.152	7.762	7.904
Saskatchewan.....	7.859	8.083	8.164	8.250	8.327	8.491	8.105	8.100
Alberta.....	7.998	8.081	8.147	8.327	8.266	8.141	7.787	7.734
British Columbia.....	8.321	8.789	9.023	9.125	7.606	9.035	8.723	8.630

## DENMARK.

Since the outbreak of the war the Danish statistical office has made several investigations concerning prices in certain localities throughout the Kingdom, returns being received from the local committees organized under the act of August 7, 1914, for the regulation of prices. The first investigation was made August, 1914; another in October, and beginning with December, 1914, regular reports were made by the local committees. The data are usually classified for Copenhagen, smaller cities, and larger cities, an average for all three being also shown. The table which follows gives the retail prices of the more important food commodities for the months of June to September, 1915.



## AVERAGE RETAIL PRICES IN DENMARK, JUNE-SEPTEMBER, 1915.

Commodity.	Unit.	June.	July.	August.	September.
		<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>
Rye bread (unmixed).....	Pound..	2.74	2.74	2.74	2.74
Rye bread, fine, best.....	do.....	4.98	4.98	4.98	4.98
French rolls.....	do.....	6.08	6.08	6.08	6.08
Flour, wheat, Danish, best.....	do.....	4.50	4.62	4.74	4.67
Flour, wheat, Pillsbury's best.....	do.....	5.23	5.35	5.35	5.35
Oatmeal, package.....	do.....	8.87	8.87	8.87	8.63
Oatmeal, imported, bulk.....	do.....	7.42	7.54	7.42	7.05
Potato flour.....	do.....	8.39	8.63	8.63	8.63
Rice, ordinary, whole.....	do.....	7.05	6.93	8.14	7.05
Sugar, loaf, No. 1.....	do.....	5.83	5.83	5.83	5.83
Sugar, brown, No. 1.....	do.....	4.38	4.38	4.38	4.38
Coffee, Santos blend, cheapest.....	do.....	27.23	26.99	27.11	26.99
Butter, creamery <sup>1</sup> .....	do.....	32.82	33.79	36.71	37.08
Oleomargarine, vegetable.....	do.....	17.75	17.75	17.75	17.75
Eggs, fresh, Danish.....	Dozen.....	29.43	32.96	34.09	38.27
Milk, whole.....	Quart.....	4.82	4.82	4.82	5.07
Beef, fore part <sup>1</sup> .....	Pound..	20.54	21.88	21.88	22.49
Beef, steak <sup>1</sup> .....	do.....	27.23	28.81	29.17	30.27
Veal, fore part <sup>1</sup> .....	do.....	20.79	21.88	21.52	22.37
Horse flesh <sup>1</sup> .....	do.....	16.78	18.72	18.23	19.08
Pork, shoulder.....	do.....	19.21	19.21	19.08	14.59
Pork, loin.....	do.....	28.93	30.51	33.19	34.04
Herring, fresh, medium.....	Per 20.....	18.49	23.85	24.66	31.09
Cod, medium.....	Pound..	6.32	6.81	6.81	7.54
Potatoes, retail.....	Bushel..	94.76	87.48	.....	80.18
Petroleum, water white.....	Gallon..	19.27	19.27	19.27	19.27
Coal, nut, Scotch.....	Bushel..	31.35	30.98	23.61	30.22

<sup>1</sup> Maximum.

## FRANCE (PARIS).

The Bulletin of the Ministry of Labor and Social Welfare tabulates in each number the wholesale prices of certain leading articles of consumption as reported from Paris for each month. Such a table showing average prices for April, May, and June of 1914 and 1915 and the average for those same months for the years 1901 to 1910 is here presented:

## WHOLESALE PRICES OF COMMODITIES IN PARIS DURING THE SECOND QUARTER, 1901-1910, 1914 AND 1915.

Article.	Unit.	Average, 1915.			Average, 1914.			Average, 1901-1910		
		April.	May.	June.	April.	May.	June.	April.	May.	June.
Sugar, white, No. 3.....	100 pounds	\$6.54	\$6.43	\$6.62	\$2.81	\$2.90	\$3.01	\$2.59	\$2.60	\$2.57
Alcohol, 90°.....	100 gallons	75.71	68.50	69.12	30.37	30.00	30.03	29.72	30.54	31.57
Linseed oil.....	do.....	54.71	56.58	61.38	44.98	44.07	44.83	42.24	43.18	43.12
Rape oil.....	do.....	81.84	81.84	81.84	66.27	62.12	54.07	45.51	45.53	44.97
Wheat (at Paris).....	100 pounds	.....	.....	.....	2.36	2.48	.....	2.02	2.06	2.06
Flour.....	do.....	.....	.....	.....	3.12	3.20	.....	2.59	2.63	2.66
Barley.....	do.....	2.14	2.05	.....	1.75	1.80	2.04	.....	.....	.....
Oats, black.....	do.....	2.04	2.59	.....	1.84	1.99	2.04	1.64	1.68	1.67
Copper, ingots.....	do.....	18.60	21.36	22.78	15.41	15.05	14.44	15.13	15.15	14.93
Tin (Straits).....	do.....	40.92	39.26	41.67	38.96	35.08	31.95	33.67	34.23	33.40
Lead.....	do.....	5.89	5.76	6.78	4.73	4.78	4.99	3.54	3.52	3.51
Zinc.....	do.....	11.49	16.74	24.07	5.21	.....	.....	5.48	5.33	5.30
Meats (La Villette): <sup>1</sup>										
Beef.....	Pound.....	.195	.207	.205	.153	.154	.139	.....	.....	.....
Veal.....	do.....	.195	.205	.211	.201	.207	.193	.....	.....	.....
Mutton.....	do.....	.214	.223	.222	.227	.235	.226	.....	.....	.....
Pork.....	do.....	.179	.175	.175	.137	.150	.152	.....	.....	.....

<sup>1</sup> Stockyards of Paris.

## GERMANY.

In obtaining retail prices for Germany, it was found necessary to make use of German newspapers which reached this country. The table which follows gives the average retail prices as reported from 70 principal cities in Germany during the months of April, May, and June, 1915, and June, 1914, as reported in a supplement to *Vossische Zeitung*, August 5, 1915:

AVERAGE RETAIL PRICES IN 70 PRINCIPAL CITIES OF GERMANY, APRIL, MAY, JUNE, 1915, AND JUNE, 1914.

Article.	Unit.	June, 1914.	April, 1915.	May, 1915.	June, 1915.
		<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>
Flour, wheat.....	Pound..	4.1	6.0	6.0	5.8
Bread, wheat.....	..do..	5.7	7.8	7.7	7.5
Flour, rye.....	..do..	3.2	5.3	5.2	5.1
Bread, rye.....	..do..	3.1	4.7	4.7	4.4
Potatoes.....	Bushel	58.9	98.3	90.6	82.1
Peas.....	Pound..	4.3	13.1	13.3	13.4
Beans.....	..do..	4.9	13.3	13.9	14.1
Lentils.....	..do..	5.9	15.8	17.3	17.8
Butter.....	..do..	27.6	36.7	38.2	38.2
Lard.....	..do..	15.0	30.8	32.3	33.9

The next table which follows shows retail prices in Berlin in the last week of July, 1914 and 1915, and the last week of August, 1914 and 1915, as reported in the *Vossische Zeitung*, August 7 and September 4, 1915:

RETAIL PRICES OF FOOD IN THE MUNICIPAL PUBLIC MARKETS OF BERLIN.

[Source: *Vossische Zeitung*, Aug. 7 and Sept. 4, 1915.]

Article.	Week of—			
	July 27 to Aug. 1, 1914.	July 25 to July 31, 1915.	Aug. 24 to Aug. 29, 1914.	Aug. 23 to Aug. 28, 1915.
	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>
Beef, per pound:				
Sirloin, round steak, rump.....	22.0	30.2	22.9	29.8
Breast.....	18.8	25.9	18.8	27.0
Veal, per pound:				
Cutlets, loin.....	22.4	30.0	22.9	31.0
Breast, shoulder.....	20.5	28.2	21.1	29.1
Mutton, per pound:				
Chops, shoulder.....	22.4	32.1	23.9	31.5
Breast, flank.....	20.1	30.2	21.6	30.0
Pork, per pound:				
Loin, spare ribs.....	21.8	39.5	22.6	40.8
Ham, fresh.....	16.8	34.5	17.2	37.3
Bacon, smoked, per pound.....	17.9	40.3	21.6	43.2
Ham, smoked, sliced, per pound.....	36.4	56.8	37.1	58.9
Butter, per pound.....	28.5	43.4	28.7	43.8
Lard, per pound.....	16.6	38.8	19.6	43.3
Potatoes, per bushel.....	77.6	129.4	51.7	77.6
Eggs, per dozen.....	22.8	42.8	28.6	45.7

## GREAT BRITAIN.

The Board of Trade Labor Gazette for October, 1915, reports that retail prices of food advanced about  $3\frac{1}{2}$  per cent between September 1 and October 1. Apart from the seasonal advance in eggs, the largest increases were in the prices of tea and granulated sugar. The tea duty has been raised from 3d. (6 cents) to 7d. (14 cents) per pound, and about 70 per cent of the returns show an increase of 4d. (8 cents) per pound in the retail prices. The increases recorded for granulated sugar are usually a halfpenny (1 cent) per pound. Expressed in percentage form, the average increase in prices for both tea and granulated sugar is 14 per cent. Butter, milk, and fish advanced 7, 5, and 4 per cent, respectively, and bacon 3 per cent. Meat, bread, flour, cheese, and oleomargarine remained practically unchanged in price, while potatoes showed an average fall of 6 per cent.

As compared with October 1, 1914, the general level of prices showed an increase of about 26 per cent. Regarding particular commodities, for instance, tea was about 50 per cent higher; fish, 40 per cent; meat, bread, flour, butter, and eggs showed increases of from 25 to 35 per cent; cheese of 20 per cent; and bacon, milk, and potatoes of about 15 per cent. Granulated sugar was 7 per cent higher, and oleomargarine showed a slight decline.

Compared with July, 1914, it appears that the price of sugar has about doubled, its present price being 4d. (8 cents) instead of 2d. (4 cents) per pound; tea is about 50 per cent higher; domestic meat approximately 40 per cent; and imported meat about 50 per cent higher. Flour has advanced a trifle over 40 per cent, and bread a trifle under that. The rise in the price of butter averages 34 per cent; bacon and cheese are 27 and 26 per cent, respectively, higher; and milk 18 per cent. Oleomargarine remains unchanged, while potatoes and eggs are affected by seasonal causes.

"Taking all the articles together, and making allowance for their relative importance in working-class household expenditure, the average increase in the retail prices of food since the beginning of the war may be put at about 40 per cent. This figure relates to food only, and in estimating the increased cost of living generally this increase must not be applied to the total family expenditure, but only to that proportion which is expended on food."

The table following shows the percentage increase in prices of certain articles of food in Great Britain since July, 1914.



Article.	Percentage increase since July, 1914.		Article.	Percentage increase since July, 1914.	
	Large towns.	Small towns and villages.		Large towns.	Small towns and villages.
Beef, British:			Bread.....	40	35
Ribs.....	39	38	Tea.....	50	47
Thin flank.....	51	43	Sugar, granulated.....	97	90
Beef, chilled or frozen:			Milk.....	19	17
Ribs.....	52	45	Potatoes.....	13	19
Thin flank.....	71	61	Margarin.....	6	5
Mutton, British:			Butter:		
Legs.....	29	30	Fresh.....	34	35
Breast.....	50	36	Salt.....	32	36
Mutton, frozen:			Cheese.....	26	26
Legs.....	46	40	Eggs, fresh.....	66	60
Breast.....	67	58			
Bacon, streaky.....	30	24	All above articles (weighted net	42	38
Fish.....	94	61	percentage increase).....		
Flour, household.....	39	45			

<sup>1</sup> Decrease.

## ITALY.

The semimonthly Bollettino of the Italian Labor Office publishes at the beginning of each month a short table of retail prices of seven articles of ordinary consumption, showing average prices in several cities (40 to 42), as furnished by cooperative stores, local labor unions, and chambers of commerce. Relative prices of these same commodities are also shown in parallel columns, the base from which changes are reckoned being the average prices for the year 1912.

The following table shows the actual and relative prices of the seven commodities for each of the months, May to August, 1915, as compared with prices of the corresponding months of 1914:

ACTUAL AND RELATIVE PRICES OF 7 ARTICLES OF FOOD BASED ON AVERAGE PRICES IN 40 TO 42 CITIES IN ITALY, MAY TO AUGUST, 1914 AND 1915.

## AVERAGE ACTUAL PRICES.

Article.	Unit.	May—		June—		July—		August—		Per cent increase for year.
		1914	1915	1914	1915	1914	1915	1914	1915	
		<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	
Bread, wheaten.....	Pound..	3.4	4.3	3.4	4.1	3.4	4.2	3.5	4.3	23
Flour, wheat.....	do.....	3.5	4.7	3.5	4.6	3.5	4.7	3.6	4.8	30
Macaroni, spaghetti, etc.....	do.....	4.7	5.8	4.7	5.9	4.6	5.9	4.9	6.2	26
Beef.....	do.....	13.3	14.9	13.7	15.7	13.0	17.8	13.3	19.1	43
Bacon.....	do.....	18.6	19.6	18.8	20.3	18.9	21.9	18.3	22.6	23
Oil, table.....	do.....	16.4	17.1	16.2	16.7	16.1	17.2	16.5	18.3	11
Milk.....	Quart..	6.0	6.1	6.1	6.1	6.2	6.5	6.1	6.3	5

## RELATIVE PRICES.

Bread, wheaten.....	Pound..	91.9	115.0	92.5	111.5	92.9	113.2	95.6	116.2	.....
Flour, wheat.....	do.....	90.3	122.8	90.4	118.0	91.5	120.8	93.1	123.7	.....
Macaroni, spaghetti, etc.....	do.....	96.4	119.9	96.2	120.7	95.2	121.4	101.1	127.1	.....
Beef.....	do.....	88.3	98.8	90.7	104.0	86.0	118.0	88.3	126.7	.....
Bacon.....	do.....	101.9	107.6	103.3	111.5	103.8	120.2	100.4	124.0	.....
Oil, table.....	do.....	93.5	97.5	92.5	95.0	92.0	98.5	94.0	104.5	.....
Milk.....	Quart..	95.8	96.8	97.9	97.0	98.9	103.2	97.0	101.1	.....
General average.....	.....	94.0	108.3	94.8	108.2	94.3	113.6	95.6	117.6	.....

## SWEDEN.

Average monthly prices gathered from 44 different centers throughout the kingdom showed, in comparison with July prices, that out of a list of 56 articles 33 increased in price, among which were included butter, cheese, fresh eggs, meats (with the exception of mutton, pork, and salt herring). A decline in price was noted for 9 articles, including potatoes, peas, coffee, oatmeal, and rice. The price of 16 articles remained unchanged, including milk, oleomargarine, flour, rye bread, sugar, salt, and kerosene. The prices of wood, coal, and coke have gone up very generally, and of the latter commodity there is reported a shortage. Reports on the wholesale price of cattle from three markets showed a considerable increase in price during the month, while the price of veal increased very considerably, and the price of sheep remained unchanged.

The following table shows the average monthly prices from 44 centers during August, 1913-1915, and for July, 1915, of 28 commodities of household consumption:

AVERAGE MONTHLY PRICES OF 28 COMMODITIES DURING AUGUST, 1913, 1914, AND 1915, AND JULY, 1915, BASED UPON THE PRICES IN 44 LOCALITIES.

[Source: Sociala Meddelanden utgivna av K. Socialstyrelsen. Stockholm, 1915. No. 9.]

Commodity.	Unit.	Average price during—				Increase (+) or decrease (−) in percent.	
		August, 1913.	August, 1914.	July, 1915.	August, 1915.	August, 1913–August, 1915.	August, 1914–August, 1915.
Milk, unskimmed.....	Quart....	\$0.036	\$0.038	\$0.041	\$0.041	+14.3	+ 6.7
Butter, table, creamery.....	Pound....	.281	.283	.342	.361	+28.6	+27.5
Butter, cooking, country.....	do.....	.258	.260	.306	.322	+25.0	+23.8
Oleomargarine, vegetable.....	do.....	.167	.176	.203	.203	+21.9	+15.2
Eggs, fresh.....	Dozen.....	.230	.217	.278	.291	+26.6	+34.1
Peas, yellow.....	Pound....	.038	.040	.072	.071	+87.1	+75.8
Beans, brown.....	do.....	.056	.061	.085	.086	+54.3	+42.0
Flour, wheat, Swedish, best.....	do.....	.038	.044	.052	.052	+38.7	+19.4
Meal, rye, Swedish, best.....	do.....	.027	.030	.041	.041	+54.5	+36.0
Oatmeal.....	do.....	.044	.055	.063	.062	+41.7	+13.3
Rice, Swedish, best.....	do.....	.050	.051	.057	.056	+12.2	+ 9.5
Rye bread, hard.....	do.....	.050	.057	.068	.068	+36.6	+19.1
Rye bread, soft, loaf, sweet.....	do.....	.046	.052	.061	.061	+31.6	+16.3
Rye bread, loaf, sour.....	do.....	.036	.040	.049	.049	+33.3	+21.2
Wheat bread, loaf, with water, cheapest.....	do.....	.051	.060	.067	.067	+31.0	+12.2
Wheat bread, loaf, with milk, cheapest.....	do.....	.073	.077	.083	.084	+15.0	+ 9.5
Beef, fresh:							
Steak.....	do.....	.152	.141	.188	.191	+25.6	+35.3
Soup.....	do.....	.124	.115	.160	.164	+32.4	+42.1
Veal, steak:							
Fattened.....	do.....	.162	.156	.199	.201	+24.1	+28.9
Young.....	do.....	.088	.083	.109	.112	+27.8	+35.3
Mutton:							
Fresh, steak.....	do.....	.167	.159	.208	.205	+23.4	+29.0
Salt, Swedish.....	do.....	.143	.146	.173	.176	+22.9	+20.8
*Pork:							
Fresh, sides.....	do.....	.165	.154	.239	.253	+52.9	+63.8
Salt, Swedish.....	do.....	.174	.165	.248	.261	+50.3	+58.1
Herring, salt, fat.....	do.....	.055	.055	.058	.075	+37.8	+37.8
Coffee, green, prime, Santos.....	do.....	.199	.194	.197	.196	— 1.8	+ .6
Sugar, loaf.....	do.....	.081	.080	.080	.080	— 1.5	.....
Kerosene, water-white.....	Gallon....	.213	.203	.223	.223	+ 4.8	+10.0

## EMPLOYMENT IN NEW YORK, SEPTEMBER AND OCTOBER, 1915.

A bulletin from the bureau of statistics and information of the State industrial commission reviews conditions in the labor market in the State for September as follows:

The improvement in business which has been manifest all summer continued throughout September, the number of factory employees in that month being 5 per cent greater than in August and the amount paid in wages being 4 per cent greater. Although in manufacturing September is a more active month than August, the improvement in September of 1915 over August was more marked than the improvement during the same period in 1914. Further, whereas the general trend of manufacturing activity from June to September of 1914 was downward, the general trend in the same period of 1915 was upward. In September the State's manufacturing establishments employed 5 per cent more hands and paid out 9 per cent more in wages than a year ago. Excluding the clothing industry, the tobacco industry, paper making, and the industries dependent on building and construction operations, the improvement was still more marked.

The greatest improvement was shown during the month by the metal-working industry, particularly by concerns manufacturing firearms and automobiles. The only branch of the metal industry not operating at least as actively as in 1914 was that branch fabricating architectural and structural iron. Next in importance to the metal-working industry as to its activity during the month was the fur and leather-working industry. The boot and shoe industry employed 11 per cent more hands and paid out 20 per cent more wages in September than a year ago. Other industries showing improvement, but to a less degree, were the stone, clay, and glass industries, woodworking, chemical industry, printing and paper making, and textiles. The clothing industry showed a seasonal increase in activity in September, the industry as a whole being below 1914 in volume of business. No changes were reported in August or September in the food, beverages, or tobacco group.

The percentage of idleness of organized workmen in factory trades was less in September than in either 1913 or 1914, but not so low as in 1911 and 1912. In the building trades the percentage of unemployment was 6.8 points lower in September of this year as compared with last year, but nevertheless considerably above that for any other recent year. Returns from 50 representative trade-unions in transportation showed a slightly improved demand for labor in the transportation industry in 1915 as compared with 1914; but the September



percentage of unemployment this year was still substantially above that for 1910, 1912, and 1913, though not above that for 1911.

The first table which follows shows the percentage of workmen employed and wages paid in each month compared with June (June equals 100) for July, August, and September of 1914 and 1915 for 11 important manufacturing industries. The second table shows the per cent of unemployment in representative trade-unions for four groups of trades during each of the months June to September, 1914 and 1915, and at the end of September, 1912, 1913:

COMPARISON OF EMPLOYEES AND TOTAL WAGES IN 1914 AND 1915 IN REPRESENTATIVE MANUFACTURING FIRMS.

Industry group. <sup>1</sup>	Percentage of employees and wages in each month compared with June—											
	1914						1915					
	Employees.			Wages.			Employees.			Wages.		
	July.	Aug.	Sept.	July.	Aug.	Sept.	July.	Aug.	Sept.	July.	Aug.	Sept.
Stone, clay, and glass products (30).....	82	87	89	83	85	89	79	90	93	83	91	95
Metals, machinery, and conveyances (46).....	97	92	93	95	90	91	101	101	107	102	101	106
Wood manufactures (26)....	95	96	99	95	96	101	94	100	103	94	99	106
Furs, leather, and rubber goods (34).....	96	98	97	93	91	94	99	101	103	101	102	104
Chemicals, oils, paints, etc. (44).....	98	97	94	97	95	92	100	102	100	101	102	98
Paper (42).....	94	93	94	98	96	99	108	113	107	116	117	108
Printing and paper goods (35).....	97	98	99	97	97	100	98	99	102	99	99	103
Textiles (49).....	97	85	95	96	81	88	100	98	102	102	104	105
Clothing, millinery, laundering, etc. (16).....	94	81	99	92	85	101	94	84	102	92	89	102
Food, liquors, and tobacco (30).....	102	102	103	101	99	102	104	103	104	102	102	102
Water, light, and power (22).....	94	95	99	97	97	95	97	102	106	98	105	107
Total (33).....	97	92	96	95	91	95	99	98	104	100	100	104

<sup>1</sup> Figures in parentheses indicate for each industry group the percentage of total factory employees in that group, which is included in these returns.

IDLENESS IN REPRESENTATIVE TRADE-UNIONS.

Industry group.	Unions reporting for September, 1915.		Per cent of members reported idle.									
			1915				1914				At end of September—	
	Num-ber.	Mem-bers.	June 30.	July 15.	Aug. 15.	Sept. 15.	June 30.	July 31.	Aug. 31.	Sept. 30.	1913	1912
Manufacturing.....	101	63,601	26.5	28.2	16.8	11.6	27.0	42.8	36.9	24.9	18.6	4.6
Building.....	59	31,051	38.2	35.3	33.6	28.9	35.5	30.5	32.8	35.7	20.3	10.2
Transportation.....	53	22,321	11.2	12.0	11.4	10.1	12.7	11.4	14.4	14.2	6.9	4.7
Miscellaneous.....	25	10,629	11.4	14.4	9.3	5.2	11.7	10.1	11.5	7.5	3.2	1.2
Total.....	238	132,602	25.5	26.0	19.3	14.9	25.5	32.5	30.3	24.3	16.2	5.9

The public employment bureau of the State reports that during October there has been an increase in the demand for workmen, particularly the highly skilled workmen and day laborers. The total number of registrations for the five offices numbered 4,663, the number of requests for help 4,907, the number referred to positions 5,444, and the number placed 3,103. It is noticeable, as unusual, that the number of requests for help, 4,907, exceeded the number of registrations at the five offices. These offices are located in Brooklyn, Syracuse, Rochester, Buffalo, and Albany.

During the eight months in which the five branch offices in the State have been in operation calls have been received for 27,751 employees and the offices have referred to positions 32,085 workmen. It is estimated that approximately 20,000 of these have secured positions during the eight months.

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## EMPLOYMENT IN VARIOUS FOREIGN COUNTRIES.

### AUSTRIA, DECEMBER, 1914, TO MARCH, 1915.

According to *Sociale Rundschau* (vol. 16, No. 5, pt. 3, pp. 164-180), published by the Austrian labor office, 29 trade-union federations, with a membership of 131,055, reported 8.5 per cent of their membership as unemployed during December, 1914, as compared with 10 per cent for the month last preceding. These data have been abstracted from the *Reichs-Arbeitsblatt* of the German Imperial Statistical Office, issue of August, 1915, page 662, as no copy of *Sociale Rundschau* has been received by this bureau since July, 1914.

For January, 1915, the same rate of unemployment (10 per cent) as for December, 1914, was reported from 20 federations, with a membership of 113,521. Of the unemployed members reported at the close of the month, 6,371, or 65.8 per cent, had been unemployed during the whole month, as compared with 80.8 per cent for December. For February, 21 federations, having 111,621 members, reported 6.8 per cent as unemployed; in March, 17 federations, having 106,474 members, reported 5.2 per cent unemployed, and during both February and March a trifle over three-fifths of those unemployed (61.2 per cent and 61.1 per cent, respectively) were reported unemployed during the whole of each month under review.

The rate of unemployment would be considerably lower during the months under consideration if regard were had only to the male members of trade-unions, indicating that women are more largely the sufferers from unemployment than the men. Thus, taking 16 federations which reported uniformly for each of the three months, January, February, and March, 1915, the relative amount of unem-

ployment was 7.9 per cent, 6.2 per cent, and 5.2 per cent for each of the months, respectively, for both male and female members. For male members the corresponding data for each of the months was 5.8, 4.8, and 4.1 per cent; and for women members it was 16.8, 12.2, and 9.4 per cent.

### CANADA.

The Labor Gazette of the Canadian Department of Labor for October reports the following concerning industrial conditions during September:

In September the improvement in general labor and industrial conditions noted during August was sustained, and in a number of industries additional progress was shown. As against continued activity in the manufacture of war munitions and military supplies resulting in a demand for metal workers and also for leather workers in some localities, together with a general improvement in lumbering and coal mining, there remained continued dullness in the building trades, although improvement in this respect was reported from different points in Quebec and the Maritime Provinces. The larger centers, however, did not share in this improvement; Halifax, St. John, and Montreal experienced quietness in building, and Montreal reported an increase in the amount of distress. Ontario, the most highly industrialized Province, reflected the improvement through the manufacture of munitions of war to the greatest degree, many factories working night and day shifts on these lines and most cities reporting the outlook for the winter better than at the same period of last year. Toronto reported a general improvement in all lines except the building trades, although the civic employment bureau was able to place about 400 carpenters outside of the city. There was also improvement in the demand for unskilled labor.

The western cities reported temporary improvement through harvesting, the thrashing operations extending over a longer period than usual. The building trades were very dull, but the manufacture of war munitions, while not such an important factor as in the East, had absorbed practically all the labor qualified for such employment. Manitoba and Saskatchewan cities reported that most of the unskilled labor had been temporarily absorbed in harvesting; the free employment bureau of the city of Winnipeg stated that marked improvement had taken place at that point. Alberta cities had still a number of unemployed despite the demand for farm help, and while all points in British Columbia reported no improvement in the local demand for labor it was expected that the British commission, which is enlisting miners for employment in the United Kingdom, would absorb a large number of the unemployed coal miners of the West.

Only unimportant changes in wages and hours of labor can be reported; only one actual change in rates was returned to the department, namely, that of freight handlers at Halifax, who, as a result of a strike secured an increase of 3 cents an hour, bringing their rates up to 33 cents for day work and 38 cents an hour for night work. This increase affected some 200 men.

Beginning with the October issue of its Gazette the department will present regular returns from public employment agencies throughout



Canada. Information on the work done during August is available in the following statement:

REPORTS OF PUBLIC EMPLOYMENT BUREAUS FOR THE MONTH ENDING AUG. 31, 1915.

City.	Indi- viduals regis- tered.	Vacan- cies notified.	Indi- viduals placed. <sup>1</sup>	Indi- viduals placed outside city. <sup>1</sup>
Quebec.....	152	96	71	12
Sherbrooke.....	95	139	81	.....
Montreal.....	779	810	466	16
Toronto.....	.....	187	351	104
Winnipeg.....	.....	1,658	1,278	<sup>2</sup> 213
Edmonton.....	1,262	.....	1,084	648
New Westminster.....	31	33	27	12

<sup>1</sup> Apparently does not indicate the number who actually secured jobs, but merely the number who were directed to a position.

<sup>2</sup> Positions actually filled.

During September four reports were received from boards of conciliation and investigation appointed to deal with industrial disputes; these were in addition to two received in May but overlooked. An application for the establishment of a conciliation board was received on August 30 from the street railway employees of the city of Edmonton, but a settlement was arrived at without intervention subsequent to the filing of the application.

### DENMARK.

The statistical office<sup>1</sup> reports that of 129,500 trade-union members 3.7 per cent were unemployed at the close of July, 1915. The relative number unemployed at the end of each of the months February to July, 1915, and for July, 1914, classified by three principal groups of trade-union members is indicated in the following statement:

PERCENTAGE OF UNEMPLOYMENT AMONG TRADE-UNION MEMBERS, JULY, 1914, AND FEBRUARY TO JULY, 1915.

Industry group.	Members of unions.	Per cent unemployed.						
		February, 1915.	March, 1915.	April, 1915.	May, 1915.	June, 1915.	July, 1915.	July, 1914.
Building and furniture trades....	26,000	38.4	29.6	9.3	4.9	3.2	2.6	3.0
Independent trades.....	32,200	21.2	18.7	7.9	6.3	4.5	5.6	5.1
Factory workmen.....	71,300	4.9	3.9	2.9	2.7	2.8	3.2	3.5
Total.....	129,500	15.8	12.9	5.4	4.0	3.3	3.7	3.8

<sup>1</sup> Statistiske Efterretninger Udgivet af det Statistiske Departement, Oct. 2, 1915, No. 21.

## FRANCE, JANUARY TO JUNE, 1915.

The French labor office in its Bulletin (No. 1, 2, 1915), published the results of an inquiry concerning the state of employment in France during the war. The first part of that inquiry extended through January, 1915, and may be found in summarized form in the first number of THE MONTHLY REVIEW (pp. 64-66). This inquiry is here continued so as to cover the month of April, 1915.

The second inquiry covered 27,610 establishments, which in normal times, that is, July, 1914, employed 1,097,670 wage earners and office help; while the first inquiry of January covered 31,676 establishments of individual employers of labor who before the war employed 1,070,093 employees. The establishments covered in this second inquiry are not quite identical with those of the preceding one, but are nevertheless so nearly identical as not to destroy their comparability, it is stated by the French labor office.

For all 15 industries which the investigation covered the number unemployed in August ran as high as 42 per cent; it decreased to 32 per cent in October, to 17 per cent in January, 1915, and to 11 per cent in April. Three industries in April, 1915, namely, those engaged in the production of foods, machine industry, and hauling or transportation, show a larger number employed in April, 1915, as compared with July, 1914. In other words, the shortage caused by the withdrawal of workmen to the army must have been compensated by the influx of workers not employed before the war.

On April 1, 1915, 65 per cent of the number of workmen normally employed, i. e., July, 1914, were at work; but it is not to be assumed that the remaining 35 per cent should be reported unemployed, as the relative number who were drafted into the army was equal to 24 per cent of the total employed in these same establishments, and as already indicated 11 per cent were unemployed on April 1.

Reports from the central association of coal miners in France (*Comité Central des Houillieres de France*) show that about four-fifths of the total number normally employed in coal mining in France were at work in March, April, and May of this year. During March the average number of working days during the week was 6.19; in April, 6.06; and in May, 6.29. In March all were employed on full time, i. e., six days and over per week; 93 per cent were so employed in April; and 91 per cent in May. The actual number employed in March, 1915, was 42,451; in April, 51,145; and May, 49,913.

Although the French labor office ordinarily reports the relative amount of unemployment in trade-union membership, it has failed to do so since the second quarter of 1914. Reports, however, from the national employment fund at Paris are available. These show

that during the period December 28, 1914, to January 12, 1915, 230,775 persons (100,424 males, 130,351 females) were in receipt of unemployment benefits; but this number gradually decreased until during the period May 21 to June 5, 138,376 (46,559 males, 91,817 females) were so reported. The number in receipt of benefits reached the maximum, or 293,824, in October, 1914. For the support of the unemployed reported during the period in question—December 28, 1914, to June 5, 1915—the State had paid out 8,658,701 francs (\$1,671,129), which constituted 27 per cent of the total aid paid from State and other sources.

#### STRIKES AND LOCKOUTS.

Nineteen strikes were reported to the French labor office during May and June, 1915, as compared with 15 from January to April, 1915. Seven occurred in May and 12 in June; 1,450 workmen were involved. As to their cause, 14 involved an increase of wages, 3 a reduction of wages, 1 a shortening of the hours of labor, and 2 conditions of employment. Eight occurred among dock workers, 3 among weavers, 2 among miners, and 1 each in cartridge manufacturing, boot and shoe making, shirt making, bakeries and confectioneries, boiler scaling, and 1 among drivers. The duration of 18 was reported to the labor office as follows: Nine for one day, 5 two days, and 4 three days; and concerning these 18 it was reported that 4 succeeded, 6 were compromised, and 8 failed.

#### GERMANY.

Reporting on the conditions in the labor market for July and August, 1915, the Reichs-Arbeitsblatt, of the Imperial Statistical Office, states that general industrial conditions have undergone no essential change recently and that in the majority of industries conditions must be termed favorable if the difficulties created by the war are taken into consideration. The usual summer slackness in business has made itself felt in a number of industries, especially in the clothing industry. The decree of the Federal council of August 12, 1915, restricting the hours of labor in textile industries is said to have caused a slight depression in those industries. Several other industries report a decrease in orders for war materials. To show that the strength of the German economic system has not been weakened by the war, the statistical office presents data as to railroad freight traffic. "In July, 1915, the freight receipts of the Prussian State Railroads showed an increase of 2.8 per cent over those for the same month of the preceding year, exceeding the highest freight receipts ever recorded for July in the history of this great railroad system. But the receipts for military freight traffic formed of the total freight receipts for July only 7.39 per cent."



Conditions were particularly active in the mining industry and in nearly all branches of the iron and steel, metal, and machinery industries; a similar state of affairs was the rule in the food-products industries. The potash industry, in which conditions were unfavorable in the preceding months, reports an improvement during August.

#### RETURNS FROM EMPLOYERS.

Returns from employers for July showed a decrease of 19.43 per cent in the number of workmen employed, as compared with July of the preceding year. Excepting March, May, and June, this decrease is less than that for any other month since the outbreak of the war. On the other hand, for August there was reported an increase of 10.14 per cent over the number employed in August, 1914. For both July and August there was an increase in the number of female workers employed.

#### RETURNS FROM TRADE-UNIONS.

Thirty-eight trade-unions sent in returns as to the ratio of unemployment among their members on July 31, and 36 made returns for the close of August. The information for July pertained to 983,425 union members, of whom 2.7 per cent were reported unemployed, while the returns for August included 963,909 members, of whom 2.6 per cent were unemployed. Since the outbreak of the war the ratio of unemployment in the total membership of the trade-unions making returns stands thus:

August, 1914	22.4	March, 1915	3.3
September, 1914	15.7	April, 1915	2.9
October, 1914	10.9	May, 1915	2.9
November, 1914	8.2	June, 1915	2.5
December, 1914	7.2	July, 1915	2.7
January, 1915	6.5	August, 1915	2.6
February, 1915	5.1		

#### RETURNS FROM LABOR EXCHANGES.

Reports were received from 905 labor exchanges for July and from 908 for August, 1915. Compared with the same months of a year ago, reports for both months show a decline in the number of applicants for positions, 163,000 in July and 407,000 in August. For every 100 situations registered as vacant, the number of applicants during each of the indicated months stood as follows:

	Males.	Females.
July, 1914	158	99
August, 1914	248	202
July, 1915	98	165
August, 1915	98	165

## STRIKES AND LOCKOUTS.

In its September number the Reichs-Arbeitsblatt reports in table form all strikes and lockouts which occurred during the second quarter of 1915. The total number of strikes was 44, involving 72 establishments employing 11,780 workmen, of whom 4,339 went on strike. The total number of days lost by the strikers was 14,855. The two largest strikes were in a coal mine in Silesia and in a tool factory in Berlin, involving 1,263 and 900 strikers, respectively. Wage disputes were the cause of strikes in 35 instances, while disputes involving the hours of labor were responsible for 6 strikes. Of the 44 strikes reported, 12 ended favorably to the strikers and 10 with a partial success, while 22 strikes failed. In 14 strikes third parties or trade organizations took an active part by supporting and subsidizing the strikers. Only one lockout is reported for the quarter, namely, in the Daimler Motor Works, in Berlin. It was caused by a wage dispute, lasted one day, and involved the entire working force of 1,100 men. It was terminated with partial success for the employer.

## GREAT BRITAIN, JULY TO SEPTEMBER, 1915.

The August issue of the Board of Trade Labor Gazette reviews briefly the effect of the war upon the labor market during the first year of its continuance. "The first shock of war caused much uncertainty and some disorganization of industry, and at the end of August the trade-union percentage of unemployed had risen from 2.8 to 7.1. These disquieting conditions were, however, of short duration; by the end of September a distinct improvement had been manifested, and at the end of November employment was at about the same level as that prevailing just before the war. Since November, 1914, the demand for labor has steadily increased, and the industries engaged in supplying the requirements of the allied forces have for months past been working at the highest pressure."

The large number of enlistments has rendered necessary the substitution of woman labor for that of men. The net result is that there is very little unemployment reported except in a few of the trades supplying luxuries. On the other hand, in coal mining, engineering, ship building, agriculture, and transportation the demand for labor is in excess of the supply. The activity in these industries is reported as continuing in September, 1915. Employment continues good at iron and lead mines, but somewhat dull at tin mines. For September there is reported a decline in the cotton industry, mainly in the weaving branch. The boot and shoe industry continued busy, especially in the home trade. Building operations, except on new factories and workshops, continued to be restricted. Such trades as

bookbinding and book printing continued rather quiet. Glass and pottery trades, on the other hand, were generally well employed. The food-preparation trades showed some decline in September in certain branches, but employment in the fishing industry continued good. In agriculture harvest operations were helped by fine weather and shortage of labor was met by women and children.

"Compared with September, 1914, when industry had not fully recovered from the disorganization caused by the outbreak of war, employment showed a very marked improvement. The improvement is reflected in the monthly pauperism returns, which in September, 1915, showed a reduction of 30 paupers per 10,000 of the population of 35 selected urban districts as compared with the corresponding date of last year."

#### TRADE-UNIONS.

The following table gives the per cent of unemployment in certain trade-unions in each of the months July to September, 1914 and 1915:

PER CENT OF UNEMPLOYMENT IN CERTAIN TRADE-UNIONS IN EACH MONTH, JULY TO SEPTEMBER, 1913, 1914, AND 1915.

[Source: Board of Trade Labor Gazette, London.]

Unions.	July.			August.			September.		
	1913	1914	1915	1913	1914	1915	1913	1914	1915
Building <sup>1</sup> .....	3.3	3.2	2.8	2.7	7.4	2.4	3.4	5.6	2.1
Coal mining.....	.4	.5	.1	.3	1.3	.1	.3	1.9	.1
Iron and steel.....	3.0	5.5	.9	2.8	7.6	1.1	4.0	2.6	1.0
Engineering.....	1.9	3.4	.6	1.9	7.1	.6	2.2	4.8	.4
Shipbuilding.....	2.8	6.6	.5	2.9	6.3	.4	4.9	5.7	.4
Miscellaneous metals.....	1.8	1.4	.3	1.9	9.0	.2	1.6	4.0	.2
Textiles:									
Cotton.....	1.6	3.9	1.5	1.8	17.7	1.8	1.7	14.5	1.9
Woolen and worsted.....	4.7	4.3	.9	4.4	7.2	1.8	5.6	6.1	1.4
Other.....	1.3	1.9	.5	1.3	6.1	.6	1.3	8.2	.5
Printing, bookbinding, and paper.....	3.3	2.5	2.1	4.8	7.4	3.2	4.3	7.0	2.8
Furniture.....	<sup>2</sup> 2.3	<sup>2</sup> 2.3	2.8	<sup>2</sup> 2.0	<sup>2</sup> 9.8	3.5	<sup>2</sup> 2.2	<sup>2</sup> 8.3	3.6
Woodworking.....	( <sup>3</sup> )	( <sup>3</sup> )	.6	( <sup>3</sup> )	( <sup>3</sup> )	.7	( <sup>3</sup> )	( <sup>3</sup> )	.8
Clothing.....	1.6	1.7	.2	1.8	5.3	.2	2.1	2.6	.1
Leather.....	5.2	5.2	1.1	5.2	6.2	.8	5.0	4.2	2.2
Glass.....	.4	.6	1.9	.4	1.1	.9	1.3	1.6	1.9
Pottery.....	.6	.7	.....	1.0	2.7	.2	.4	1.5	.1
Tobacco.....	4.7	4.5	2.6	3.9	14.0	2.1	3.5	20.5	2.1
Total.....	1.9	2.8	.9	2.0	7.1	1.0	2.3	5.6	.9

<sup>1</sup> Returns relate mainly to carpenters and plumbers.

<sup>2</sup> Including woodworking.

<sup>3</sup> Included in furniture.

#### INSURED TRADES.

The percentage of insured persons under the unemployment insurance act of 1911 reported unemployed at the close of September, 1915, was 0.9 per cent, being the same as at the end of August last preceding; it was 5.4 per cent at the end of September, 1914.



**RETURNS FROM EMPLOYERS.**

In the textile trades returns from firms employing 405,967 work people showed a decrease of 0.8 per cent in the number employed on September 25, 1915, as compared with the last preceding month, with a decline of 1.4 per cent in the amount of wages paid, compared with a month ago. Compared with a year ago, there was an increase of 5 per cent in the number employed and of 33 per cent in the amount of wages paid, showing the effect of the increase in wages due to war bonuses. Returns from firms employing 659,643 workmen in various industries, including the number employed in textiles noted above, showed a decline of 0.4 per cent in the number employed and of 1.1 per cent in the amount of wages paid, compared with a month ago. Compared with a year ago, there was an increase of 3.7 per cent in the number employed and of 27.4 per cent in the amount of wages paid.

**CHANGES IN RATES OF WAGES.**

The war bonuses and increases in rates of wages which took effect in September amounted to about £3,600 (\$17,519) per week, and affected approximately 33,700 work people. The most important changes affected building workers on the northeast coast, iron and steel workers in Northumberland and Durham and in the west of Scotland, and wool-combing operators in the Bradford district. Of the increases noted above, the building trades accounted for £820 (\$3,991); the iron and steel trades £920 (\$4,477); and the textile trades, £1,400 (\$6,813). The following important changes were arranged to take place in October: (1) In pig-iron manufacture, an increase to blast furnace men of  $6\frac{3}{4}$  per cent in Cleveland and Durham, of 10 per cent in South Staffordshire, and of  $10\frac{1}{2}$  per cent in South Wales and Monmouthshire; (2) in iron and steel manufacture an increase of 1s. (24.3 cents) per ton to puddlers and 10 per cent to iron-mill men in the Midlands and of  $10\frac{1}{2}$  per cent to iron and steel workers in South Wales; (3) in tin-plate manufacture, increases from 10 to 20 per cent to tin-plate workers in South Wales; (4) in the printing trade, increases to new minimum time rates for hand and machine compositors on book jobbing, general printing, etc., the amount of increase not being stated.

In the engineering trade there was a reduction of hours of from 54 to 53 hours per week, effecting 2,132 men in the Swansea and Llanelly district.

**TRADE DISPUTES.**

The number of trade disputes beginning in September was 55 and the total number of work people involved in all disputes in progress was 52,869, as compared with 28,870 in the previous month and 13,025

in September, 1914. The largest number of these disputes, 13, occurred in coal mining and involved 9,613 persons; the next largest number, 7, occurred in shipbuilding and involved 2,359 persons. There were 4 disputes, involving 493 persons, among employees of local authorities.

Of the 55 new disputes reported for September, 1915, 31, directly involving 3,052 workmen, grew out of demands for an increase in wages; 9, directly involving 2,313 employees, on other wage questions; 4, directly involving 5,151 persons, on questions of trade-union recognition; 6, directly, involving 2,051 persons, on questions respecting the employment of particular classes or persons; 3, directly involving 1,495 persons, on details of working arrangements; and 2 on other questions.

During the month settlements were effected in 38 new disputes, which directly involved 11,526 employees, and of 8 old disputes directly involving 674 persons. Of both new and old disputes 9 were decided in favor of the workmen, 19 in favor of employers, 18 were compromised, and in 6 disputes work was resumed pending negotiations.

The following table gives a summary of strikes and lockouts in Great Britain during the first nine months of 1914 and 1915:

DISPUTES IN THE FIRST 9 MONTHS OF 1914 AND OF 1915.

Groups of trades.	January to September, 1914.			January to September, 1915.		
	Number of disputes.	Number of workmen involved.	Aggregate duration in working days of all disputes in progress.	Number of disputes.	Number of workmen involved.	Aggregate duration in working days of all disputes in progress.
Building.....	161	40,210	3,424,100	45	13,570	99,600
Coal mining.....	131	258,755	3,615,600	56	280,256	1,570,000
Other mining and quarrying.....	17	1,341	58,800	3	149	3,800
Engineering.....	80	17,496	889,600	76	21,237	196,800
Shipbuilding.....	79	17,552	112,100	41	6,581	44,700
Other metal.....	47	13,594	291,900	37	11,099	55,300
Textile.....	86	18,750	569,800	55	29,276	262,800
Clothing.....	38	3,149	57,900	31	4,643	20,200
Transport.....	42	11,910	76,700	63	18,446	118,000
Other trades.....	177	44,644	653,500	124	22,707	241,900
Total.....	858	427,401	9,949,900	531	407,964	2,613,100

ITALY (MILAN), 1914 AND 1915.<sup>1</sup>

Beginning with September 1, 1914, four investigations have been conducted by the city of Milan relative to unemployment. These investigations were made covering the period from the 1st to the 10th of each of the months September and December, 1914, and

<sup>1</sup> Città di Milano: Bollettino Municipale Mensile di Cronaca Amministrativa e di Statistica. July, 1915.

March and June, 1915. The data were collected by means of questionnaires to employers in industrial and commercial establishments located within the city, and the number of persons employed under normal conditions and the number unemployed at each of the seasonal periods—autumn, winter, spring and summer—were ascertained.

The crisis produced by the European war in August, 1914, together with the returning emigrants, caused a decided industrial and commercial disturbance, which reached its greatest height at the time of the first investigation, when 14.61 per cent of the normally employed laborers were without employment and 48.44 per cent of them were working reduced hours.

Conditions slowly improved and in December the second investigation showed that only 12.47 per cent of the normally employed laborers were out of work, and the number working reduced hours was 35.15 per cent. At this period 7.82 per cent of office employees normally employed had suffered discharge. At the time of the third investigation, March, 1915, the percentage of unemployment among laborers had decreased to 8.84, and that of those working reduced hours showed a decrease to 26.69 per cent. The number of clerks, etc., however, who had been discharged showed an increase to 10.24 per cent.

It is to be presumed that conditions would have continued to improve had not a state of war been declared to exist between Italy and Austria. Following this, instead of a further reduction in unemployment the investigation of June, 1915, showed an increased percentage (14.01) of laborers unemployed, while the percentage of office employees out of work varied but little (10.16). The number of laborers working reduced hours had decreased to 21.35 per cent.

It may be noted that the percentage of persons called to military duty varies among the different occupational groups. The percentage for laborers engaged in transportation is 15.39, in metallurgical industries 11.01, in wood and straw working 10.60, in carriage and wagon works 10.06, in stone dressing, clay working, etc., 10.96. For all industries it is 6.83.

Among office men the percentage for all industries is 14.11; it is highest in the building trades, 27.27; in transportation, 23.07; and in fine machinery and art work. 20.66.

It would be logical to deduce from the great number of vacancies thus caused that there would be a diminution of the number of unemployed, and, in fact, certain industries show such a condition. For instance, the last investigation showed a marked decrease in the per cent of unemployment in the making of wagons, carriages, etc.,



and paper and printing, etc., but in other industries there is a continued increase in unemployment.

During the month of June, and especially in July, however, the needs of the army have furnished employment for a large number of skilled laborers in the metallurgical and clothing industries, in manufacturing munitions and wearing apparel. The occupational groups in which unskilled laborers still suffer greatly from unemployment are the building trades, printing and allied trades, earthen, stone, and glass ware, and transportation.

#### NETHERLANDS, AUGUST, 1915.

According to the Maandschrift of the Dutch Statistical Office reports from employers show some unfavorable conditions in the building industry, approximately 700 to 800 carpenters being reported as unemployed in Amsterdam. A seasonal depression also existed in the clothing industry. On the other hand, coal mining continued very active, although the total production of the mines was 2,700 tons less than in July. On September 1 the total number employed in the industry was 10,336, as compared with 10,317 on August 1; on September 1, 1914, and on August 1, 1914, the number employed was 8,057 and 8,781, respectively. Fishing continued active in September, as well as during the preceding month of August, this being particularly so in herring fishing.

#### TRADE-UNIONS.

During the period of August 2 to August 28 reports were had concerning 101,352 members of trade-unions, carrying unemployment insurance, of whom 14.3 per cent were reported as unemployed. The largest per cent (67) of unemployment was reported in the diamond, etc., working industry, while the next largest (21 per cent) was reported among textile workers. No unemployment was reported in metal mining and coal mining. In cities having a population of 20,000 and over the largest amount of unemployment, 32 per cent, was found in Amsterdam.

From trade-union members not subject to unemployment insurance reports were had concerning 25,385 members, of whom 9.9 per cent were reported unemployed. From their report it appears that all members employed in the diamond, etc., industry were reported as unemployed, while no unemployment, as for insured members, was reported in metal mining and coal mining. Classified according to cities having 20,000 or more population the largest amount of employment, 84.9 per cent, among uninsured trade-union members was reported from the city of Maastricht. According to the reports there was no unemployment in eight cities.

Besides expressing the amount of unemployment by the relative number unemployed, the Dutch Statistical Office also measures the amount of unemployment by the relative number of days of work lost in proportion to the possible number of days of employment for the period selected for review. This relative it terms the index of unemployment. The following tables gives this index of unemployment based on weekly averages for each month of the year for the years 1911 to 1915. The trades included are the diamond industry, printing and lithography, building, metal and machine tool trades, and preparation of food products. Only the relative for all trades combined for each of the months is here given:

RATIO OF UNEMPLOYMENT TO TOTAL POSSIBLE WORKING DAYS, JANUARY, 1911,  
TO AUGUST, 1915.

Month.	1911	1912	1913	1914	1915
January.....	4.2	6.1	7.5	10.4	20.3
February.....	3.2	5.2	5.4	6.6	17.5
March.....	1.8	4.3	3.2	4.9	15.9
April.....	1.9	5.0	3.3	4.7	12.8
May.....	2.1	2.9	4.2	5.8	11.2
June.....	1.9	2.8	3.8	6.7	10.6
July.....	2.0	2.6	3.6	7.4	11.1
August.....	2.1	2.4	4.7	22.2	11.0
September.....	1.8	2.3	4.7	27.2	.....
October.....	2.0	2.3	4.7	24.5	.....
November.....	2.7	4.7	6.3	21.7	.....
December.....	4.6	7.7	8.8	20.7	.....
Average for year.....	2.5	4.0	5.0	13.8	.....

#### RETURNS FROM LABOR EXCHANGES.

Combined returns from the various municipal labor exchanges for August, 1915, showed an increase of 295 applications for work over July preceding; also an increase of 819 in the number of "help wanted." Comparing August, 1915, with August, 1914, the number of applications for work decreased by 23,197, and the number of "help wanted" likewise decreased, but only by 326. There was a decrease in August over July of 138 in the number of places filled, and over August, 1914, of 3,094.

#### STRIKES AND LOCKOUTS.

During the month of August, 1915, 23 strikes were begun, as compared with 2 in August, 1914, and 14 in July, 1915. The number of strikers reported for 14 of the 23 strikes in August, 1915, was 364. Of the 16 strikes for which the cause was reported, 11 hinged on some question of wages, 4 on the hours of labor, 1 on some other point involved in the contract of employment, 1 concerning the recognition of the union, while in 8 instances different miscellaneous causes were assigned.

During the month 17 strikes were terminated, 1 of which had commenced in July and 16 had commenced in August. Of these strikes

one lasted 14 days, another 10 days, another 7, two  $4\frac{1}{2}$  days, two  $2\frac{1}{2}$  days, another two 2 days, another for 1 day, and two less than 1 day. The duration of five disputes ending during the month was not reported.

The result of strikes terminated in August was ascertained in 13 instances; thus, 5 terminated successfully, 3 failed, and 5 were compromised. As to the manner of settlement, information was obtained concerning 11 strikes, as follows: Three were settled as the result of direct negotiations between employers and employees; 5 through the two parties or their representatives; 1 through the intervention of a third party; 1 by the securing of strike breakers on the part of the employer; and in one instance the employees returned to work without entering into any negotiations.

One lockout, involving one establishment and seven employees, was reported in August. The employees were discharged because of unionism. No lockout terminated during the month.

#### SWEDEN, AUGUST, 1915.

The labor market is reported by the Sociala Meddelanden as having undergone no noteworthy change during August. Apparently, however, there has been slight improvement, judging by the number of applications for work for each reported vacancy in proportion to places filled, which for August, 1915, numbered 122, as compared with 133 in August, 1914, and 134 in July, 1915. The machine industry and woodworking industry reported a good demand for labor. There was some slackness, on the other hand, in the building trades, but in agriculture there was a shortage of labor on account of the harvest.

The following table shows the number of applications for work for each 100 vacancies reported, classified by industries for each of the months July and August, 1915, and August, 1914:

NUMBER OF APPLICATIONS FOR EMPLOYMENT PER 100 VACANCIES REPORTED  
AUGUST, 1914, AND JULY AND AUGUST, 1915.

Industry group.	Applications per 100 vacancies.		
	August, 1914.	July, 1915.	August, 1915.
Agriculture, forestry, etc.....	95	95	105
Metal and machine-tool industries.....	317	130	140
Woodworking industry.....	360	63	77
Building trades.....	131	112	132
Textiles.....	784	190	458
Clothing.....	278	205	209
Food products.....	177	714	695
Office employments.....	703	306	296
Stores and shops.....	220	188	164
Hotels, cafés, and restaurants.....	112	70	78
Transportation by land.....	147	187	120
Domestic service.....	114	111	103
Common labor.....	206	157	141



Returns from 29 trade-unions whose members are most largely in the manufacturing industries, for the second quarter of 1915, showed a membership of 63,895, 60,074, and 58,980 on the 1st day of each of the months of April, May, and June, respectively. The unemployment percentage for each of the months of April to August was, respectively, 11.2, 8.5, 6.7, 6.4, and 3.8. How this compares with the corresponding months for each of the years 1912 to 1914 is shown in the table which follows:

PER CENT OF UNEMPLOYMENT IN SWEDISH TRADE-UNIONS, BY MONTHS, 1912 TO 1915.

Month.	1912	1913	1914	1915	Month.	1912	1913	1914	1915
January.....	8.5	8.4	7.5	15.0	July.....	3.3	2.7	3.1	6.4
February.....	11.1	8.9	10.4	14.8	August.....	2.8	2.5	3.0	3.8
March.....	8.4	7.1	7.5	12.0	September.....	2.7	2.3	8.1	.....
April.....	6.5	5.7	6.5	11.1	October.....	2.9	2.2	7.7	.....
May.....	5.2	4.0	5.1	8.5	November.....	3.6	2.6	8.1	.....
June.....	3.7	2.6	3.2	6.7	December.....	5.7	4.4	10.3	.....

## SWITZERLAND, JANUARY TO SEPTEMBER, 1915.

The federation of Swiss public employment offices publishes monthly statistics of the activity of its federated offices, showing by sex the number of vacant situations (permanent and temporary); registered applicants and filled situations (permanent and temporary); and for both sexes, the number of nonregistered applicants (out-of-town applicants and transients). These statistics, of course, do not include all applicants nor all vacancies, as a large number of persons out of employment look for and find employment without applying to public employment offices for aid, and employers likewise often fill vacancies through advertisements and on direct application of workmen. Numerous applications are moreover received and vacancies filled by employment offices of trade-unions and by private employment bureaus which are not accounted for in the statistics of the federation. The statistics of the federation are, nevertheless, of importance, it is stated, on account of the extensive sphere of activity of the public employment offices, which make possible a fairly accurate estimate of the actual state of employment in Switzerland.

Below is given a summary of the monthly reports for the nine months, January to September, 1915. The reports cover the activity of the public employment offices in the following localities: Zurich, Winterthur, Bern, Biel, Lucerne, Freiburg, Basel, Liestal, Schaffhausen, St. Gall, Rorschach, Aarau, Lausanne, La Chaux-de-Fonds, and Geneva.

## WORK OF PUBLIC FREE EMPLOYMENT OFFICES IN SWITZERLAND, JANUARY TO SEPTEMBER, 1915.

[Source: Monatsberichte der Zentralstelle des Verbands Schweizer. Arbeitsämter, Nos. 1 to 9, 1915.]

Month.	Registered applicants.	Vacancies.	Situations filled.	Number of applicants—		Nonregistered applicants.
				Per 100 vacancies.	Per 100 situations filled.	
January.....	9,934	5,825	4,211	171	236	7,010
February.....	8,236	5,865	4,093	140	201	5,701
March.....	10,156	8,339	6,086	122	167	5,454
April.....	9,720	7,709	5,921	126	164	4,639
May.....	9,049	8,437	5,722	107	153	3,574
June.....	9,327	9,108	5,986	102	156	3,455
July.....	9,129	7,396	5,602	123	163	4,186
August.....	8,808	7,916	5,371	111	164	3,782
September.....	8,654	8,504	5,816	102	149	3,401

According to the above table the number of applicants per 100 vacancies gradually decreased from 171 in January to 102 in June, again increased in July to 123, and fell in August and September to 111 and 102, respectively. The curve of the number of applicants per 100 situations filled shows nearly the same tendency.

## OFFICIAL REPORTS RELATING TO LABOR.

### UNITED STATES.

**Connecticut.**—*Board of Education. Trade Education in Connecticut.* [New Britain, Conn., State Trade Education Shop, 1915.] 36 pp.

An illustrated catalogue in folio size with short account in paragraph statements concerning trade education in Connecticut. It measures 9½ inches high by 12½ inches wide, and is printed on highly calendered white paper. "By accompanying illustrations and briefly worded explanations we present to the reader a synopsis of trade education, hoping to interest both the parent and the youth in this work."

**Hawaii.**—*Board of Immigration, Labor, and Statistics. Fourth Report for the period from July 1, 1914, to June 30, 1915.* Honolulu, 1915. 35 pp.

Gives statistics of passenger arrivals and departures by months, classified by races. The total steerage arrivals for the year ending June 30, 1915, consisted of 3,066 men, 2,180 women, and 514 children. The departures for the same period numbered 3,914 men, 1,202 women, and 1,581 children, an increase of departures over arrivals of 848 for men and 1,067 for children, but a decrease of 978 for women.

Appended to the report is a statement of retail food prices for the year ending June 30, 1915, which shows the average price and predominant price for each quarter, beginning September, 1914, and ending June, 1915, for 36 commodities, with prices for sales in both small and large quantities. The returns are based upon data from approximately 40 establishments in all parts of the Territory. The predominant price is the price reported for the largest number of establishments.

**Illinois.**—*Mine Rescue Station Commission. Report to the Governor and General Assembly of work accomplished from August 1, 1910, to December 31, 1910; [Jan. 1, 1911, to Mar. 1, 1913; Mar. 2, 1913, to Jan. 1, 1915.] Springfield, 1911-1915. 3 vols.*

These volumes constitute the reports of the Mine Rescue Station Commission, created under the act of March 4, 1910, relative to fire-fighting and rescue stations in coal fields. The commission is appointed by the governor, and consists of seven members, including two coal-mine operators, two coal miners, one State mine inspector, one representative of the department of mining at the University of Illinois, and one representative of the Federal Bureau of Mines. The commission is appointed to organize and to conduct the work of three rescue stations for the northern, central, and southern coal fields of the State, respectively, for the purpose of providing prompt and efficient means of fighting mine fires and of saving lives and property endangered by fire, explosion, or other accidents in coal mines. The three volumes here listed are a descriptive and illustrated account of the work of the commission down to the first of the present year.

In extending its work the commission has established substations at two points outside of its main stations, and maintains traveling cars for giving instructions in mine-rescue and first-aid work. First-aid classes have been established in some high schools in the mine fields in addition to the classes of miners organized at various places. In order to encourage and maintain interest and to advertise its work the commission has conducted first-aid contests and exhibits in mine rescue.



The expenses of the commission for the period March 1, 1913, to December 31, 1914, amounted to \$65,949.52.

**Kansas.**—*Inspector of coal mines. Report of the Inspection of Coal Mines and Coal Production, State of Kansas, from July 1, 1913, to June 30, 1914. Topeka, 1915. 90 pp.*

The State Mining Inspection Department of Kansas consists of the State labor commissioner, who is also mine inspector; the assistant labor commissioner, who acts as mine inspector in charge of the mining department, together with a staff of five deputy State mine inspectors and a clerk. This report shows the location of the coal mines, the addresses of operating companies and names of mine superintendents, the number of tons of coal produced by mines, number of men employed, number of fatal and nonfatal accidents, price paid per ton for mining, number of days worked, record of mine inspections, and a compilation of the mining laws of the State, together with other items relative to the coal-mining industry of Kansas. The following statistics for the years 1909-1914 are reported:

Year.	Number of fatal accidents.	Total short tons produced.	Average number of men employed.	Average number of days worked.
1910..	25	5,135,391	10,619	165
1911..	( <sup>2</sup> )	6,254,228	10,918	( <sup>2</sup> )
1912..	37	6,350,396	11,264	197
1913..	28	7,090,579 <sup>1</sup>	12,506	196
1914..	34	7,186,918	12,498	200

<sup>1</sup> Production of coal taken from report of the United States Geological Survey.

<sup>2</sup> Records destroyed.

The mine department recommends: (1) The enactment of a law requiring that all shots in mines be fired by means of a mechanical device that can be manipulated from the top of the mine; (2) the enactment of a law providing for the establishment by the State of at least three mine rescue stations in the southeastern coal fields; (3) the creation of office of sealer of weights and measures; (4) amendment of workmen's compensation law so as to provide for payment of doctor and hospital bills resulting from an injury, and also to make definite and specific the compensation to be paid for the different classes of accidents; (5) an appropriation of additional funds by the legislature to contribute toward the completion of the building in Pittsburg to assist in enlarging the work of the Federal Bureau of Mines.

**Kentucky.**—*Department of Mines. Annual Reports of the Inspector of Mines, 1912-1914. Lexington [1915], 3 vols.*

It is reported in a letter to this bureau that these reports were not available in print until 1915, and therefore a summary of their contents is here noted. During the year 1914 the personnel of the mine inspector's department consisted of a chief inspector and seven assistant inspectors. The following table of data has been abstracted from the three volumes showing statistics for the years 1912-1914:

Year.	Number of companies.	Number of mines.	Total employees.	Employees inside.	Output (short tons).	Fatal accidents.
1912..	239	317	25,936	20,368	16,323,904	51
1913..	260	358	28,972	23,178	19,424,182	48
1914..	270	364	30,540	24,684	20,168,150	61

**Massachusetts.**—*Bureau of Statistics. Labor Legislation in Massachusetts, 1915. Boston, 1915. 108 pp. (Labor Bulletin 110, August 1, 1915.)*

Contains the text of the acts relative to labor passed during the legislative session of 1915, index to bills affecting labor introduced during the session, opinions of the supreme judicial court on pending legislation, recommendations concerning labor in the inaugural address of the governor, 1915, and a table showing the disposition of statutes cited. There is a topical index.

———*Industrial Accident Board. Workmen's Compensation Act (Chapter 751, Acts of 1911, and Amendments to the End of the Legislative Year of 1915). Boston, 1915. 59 pp.*

Contains the text of the workmen's compensation act as amended in 1915, together with an introductory statement relative to the more important changes in the law, and the rules, forms, and annotations to aid in its analysis. There is also an alphabetical index.

———*Insurance Commissioner. Sixtieth Annual Report, January 1, 1915. Boston, 1915. 2 vols.*

Part II of this report relates to life, miscellaneous, assessment, and fraternal insurance, with which is classified the matter relative to workmen's compensation. Two summary statistical tables of operations under the workmen's compensation act by private and mutual companies is presented, covering operations up to September 30, 1914. It appears that on experience of stock companies in all classifications the loss cost per \$100 of pay roll on terminated policies from July 1, 1912, to September 30, 1914, inclusive, amounted to 39 cents. There was actually paid out in losses by these same companies during the same period \$2,341,291.

———*Minimum Wage Commission. The Effect of the Minimum-Wage Decree on the Brush Industry in Massachusetts. Boston, 1915. 14 pp. (Bulletin No. 7, September 16, 1915.)*

A summary of the contents of this pamphlet will be found elsewhere in this number of the REVIEW (see pp. 33 to 36).

**Michigan.**—*Department of Labor. Thirty-second Annual Report. Lansing, 1915. 703 pp.*

The work of the department includes the inspection of factories, workshops, and mercantile stores, sanitary inspection of schools and public buildings, hospitals and restaurants, steamboats and boilers, industrial reformatories and establishments of a similar kind, inspection of coal mines, and the supervision of public and private employment bureaus. It is also engaged in the investigation and study of vocational training and conducts other investigations of interest to labor. The official staff of the department consists of a commissioner, a deputy, a chief clerk, an attorney, 14 male inspectors, 4 women inspectors, a boat inspector, a mine inspector, and 4 special agents, in addition to the superintendents of the public employment bureaus of which there are 6.

It is reported that in the 12,811 factories inspected last year the maximum employed was 480,065, the minimum 306,412, showing that at certain periods at least 173,653 were out of employment.

The following items are reported:

	1913.	1914.
Factories and workshops inspected.....	11, 823	12, 811
Number employed.....	407, 552	397, 362
Number of stores inspected.....	1, 527	1, 573
Number employed in stores at time of inspection.....	17, 760	20, 942
Hotels inspected.....		1, 939
Number employed in hotels at time of inspection.....		28, 396
Number of restaurants inspected.....		336
Number employed in restaurants at time of inspection.....		3, 582
Number of tenement workshops inspected.....		83
Number of employees canvassed in tenement workshops.....		157
Complaints investigated by male inspectors.....		236
Number of foundries specially investigated.....		94
Number of metal-polishing plants specially investigated.....		304
Number of schoolhouses inspected.....		1, 107
Number of public buildings.....		70
Total inspections, investigations, etc.....		19, 350
Total number of employees canvassed.....		454, 621
Number of industrial accidents reported.....		2, 870

The average hours of male workers per day during 1914 are reported as 9.3 and of women 8.7.

The following table summarizes the extent of coal-mining inspection during the year:

Average number of mines in operation.....	20
Average number of employees.....	2, 166
Average number of hours worked per day.....	7. 9
Average number of days worked per month.....	19. 7
Average daily earnings of each employee.....	\$3. 39
Aggregate sum paid in wages.....	\$1, 733, 284. 29
Aggregate output of mines in tons of picked coal.....	372, 248
Aggregate output of mines in tons of machine coal.....	792, 384
Aggregate cost of output.....	\$2, 341, 400. 01
Average cost per ton.....	\$2. 01
Coal-mine accidents.....	214

During the course of the year public employment offices in Detroit, Grand Rapids, Kalamazoo, and Saginaw reported having secured 33,658 positions for workmen who applied for them. No statistics are given showing the number of applications for positions or the number of vacancies.

**MARQUETTE COUNTY.**—*Inspector of Mines. Annual Report of Inspector of Mines for Marquette County, Mich., year ending September 30, 1915. [Ishpeming, Mich., 1915.] 15 pp.*

Contains report of the inspector of mines for the county of Marquette for year ending September 30, 1915. The following data are reported:

Number of mines in the county.....	115
Number of mines in operation.....	32
Number idle and abandoned mines.....	83
Number of quarries.....	5
Number of men employed underground.....	2, 529
Number of men employed on surface.....	1, 244
Number of men employed in quarries.....	145
Number of men employed in and about the mining industry.....	3, 773



Number of fatal accidents.....	9
Number of fatal accidents per thousand men underground..	3. 56
Number of fatal accidents per thousand men on surface....	None.
Number of fatal accidents per thousand men engaged in the mining industry .....	2. 38

There were 428 persons injured, of whom 353 were employed underground, 12 in shafts, and 55 on the surface. Of these, 131 were seriously injured (incapacitated for 20 or more days) and 289 slightly injured (incapacitated for from 1 to 19 days). Surface mining was responsible for 2 serious and 6 slight injuries.

**New York.**—*Factory Investigating Commission. Fourth Report, 1915. Albany, 1915. 5 vols.*

As a summary of the contents of this report will be given in a future number of THE REVIEW, a mere statement of the contents is here inserted: Vol. I (xii, 924 pp., illus.).—Report of the commission; outline of work in 1914; questionnaires and letters of inquiry; public hearings and executive sessions; wage legislation; recodification of the labor law; consolidation of departments having jurisdiction over buildings in New York City; bills recommended by commission; memorandum on the relationship between low wages and vice problems; questionnaire of the wage problem; symposium on the minimum-wage problem; industrial education and wages; list of questions on fire hazards in mercantile establishments; study of hotel laundries. Vol. II (viii, 635 pp.).—General wage investigation (mercantile establishments, shirt, paper box, confectionery, and button industries; military trade, and public utilities). Vol. III (pp. 643–1228).—Statistical tables. Supplementary to report of general wage investigation. Vol. IV (pp. 1235–2268).—Relation between industrial education and wages; cost of living in New York State; wage regulation in Australasia. Vol. V (2273–2922 pp.).—Testimony.

——— *Legislature. Joint Committee of the Senate and Assembly on Telephone and Telegraph Companies. Report. Albany, 1915. 162 pp.*

Takes up the matter of rates and financial conditions in history of the New York Telephone & Telegraph Co., with a separate report for New York City. There is a special report on the history and financial accounts of the New York Telephone Co.

**Wisconsin.**—*Industrial Commission. Fire Protection in Factories, Stores, etc. November 1, 1915. (Madison, 1915.) 20 pp.*

This is a brief bulletin of 20 pages regarding the economies of fire protection and methods of protection and means of maintaining such. It is illustrated with cuts and diagrams.

——— *Gear Accidents. Madison, Wis., 1915. 12 pp. (Bulletin, vol. 3, No. 1, February 20, 1914. Shop Bulletin No. 7.)*

An illustrated descriptive account of typical gear accidents, precautions to be taken on the part of the men for their prevention, together with safety devices.

——— *General Orders on Existing Buildings in effect September 20, 1915.*

These orders are issued under the authority of the industrial commission law of 1913, and endeavor to define and establish standards for the construction of buildings used as industrial establishments, factories, office and mercantile buildings, theaters and assembly halls, school buildings, libraries and museums, apartment houses, hotels, and places of detention. These orders relate to matters of fireproof construction, installation of fire escapes, standard exit doors, construction of boilers, furnaces and stoves, smoke pipes, lights, electrical work, rooms and windows, water supply, cleanliness, etc. There is an alphabetical index of subjects.

**United States.**—*Bureau of Foreign and Domestic Commerce (Department of Commerce). Commercial Organizations in the United Kingdom, with a Description of British Manufacturers' and Employers' Organizations.* By Archibald J. Wolfe. Washington, 1915. 53 pp. (Special Agents Series No. 102.)

This is a report on commercial organizations in the United Kingdom, with a description of British manufacturers' and employers' organizations. The report was prepared before the beginning of the European war, and therefore does not take account of conditions which may have altered since that time. Organizations of British manufacturers have hitherto concealed their activities. Although the Board of Trade issues an annual directory of British industrial associations, it contains only a list of names and gives no suggestion as to the immediate objects of the organization.

Over 1,500 organizations of employers were reported in the United Kingdom in 1914, according to the directory of 1914. Two classes of organizations of manufacturers are to be noted—(1) federations of practically independent sub-organizations and (2) centralized organizations. Comparatively few associations are reported as associations of employers whose main purpose is that of opposition to the activities of organized employees; their general interests are more particularly industrial and technical, in the interest of their own trade. There is, it is stated, no out-and-out scientific strike insurance in the United Kingdom such as has been introduced in Germany. (See MONTHLY REVIEW, vol. 1, No. 4, pp. 77-85; also p. 86.) "Rather than actual opposition to the demands of labor, British manufacturers' associations have done effective work in preventing strikes by the introduction of joint boards, consisting of employers and employees, for the regulation of wages, and of conciliation boards of similar character for the amicable settlement of difficulties" (p. 38).

The principal activities of associations of British manufacturers are said to lie in the influencing of current legislation. Some associations have permanent parliamentary committees. In 1898 a parliamentary and legal defense committee united all employers' organizations in the Lancashire cotton industries. Various associations of manufacturers have fire insurance and accident indemnity features, maintain welfare institutions for their employees, give courses of instruction in the trade, publish trade papers, and fight for fair competition. Industrial organizations of employers are found in such trades as the following: Bakeries, boots and shoes, brewing, brushes, building, clothing, bicycles and motorcycles, dry goods, electrical trades, engineering and shipbuilding trades, furniture, iron and steel, laundries, motor vehicles, paper, pottery, printing, saddlery, shipping, tailoring, textiles, and tobacco.

— *Bureau of Mines (Department of the Interior). Pulmonary Disease Among Miners in the Joplin District, Missouri, and its Relation to Rock Dust in the Mines: A Preliminary Report.* Washington, 1915. 47 pp.

This report deals with the prevalence of tuberculosis among miners in the Joplin district, Missouri, and forms one of a series of proposed investigations concerning the production of dust in metal mines in various parts of the United States and the relation of dust to silicosis, or miners' consumption, and pulmonary tuberculosis, which is being conducted by the Bureau of Mines with the cooperation of the Public Health Service. The field work in the district in question was carried on in the period between November 7 and December 6, 1914, in Jasper, Lawrence, Newton, and Greene counties, Mo., and in the outlying districts in Kansas and Oklahoma, most of the time, however, being spent in the "sheet-ground" mines in Jasper County. Samples and analyses were made of the rock dust in the mines investigated, and physical examination was made of



the miners in the district. A study was also made of the general sanitary conditions surrounding employment in the district.

Use was made of the figures of the Missouri State Board of Health concerning deaths from tuberculosis during 1911, 1912, and 1913; also of information reported by various insurance companies doing an industrial business in the locality. Actual examination was made of 93 miners who presented themselves for examination.

The conclusions arrived at as a result of this investigation are as follows: (1) The death rate from pulmonary diseases is unusually high among the miners of the Joplin district; (2) poor housing, exposure, alcoholism, the use of common drinking receptacles, and overwork all tend to spread infection and lessen the power of the miner to resist disease, but the prime factor in causing pulmonary trouble is the rock dust in the mines; (3) rock dust in the sheet-ground mines, although not made in great quantity as compared to mines with more restricted working places, is harmful to the miner for two reasons: (a) Because he is exposed to it practically during his entire shift, and (b) because the dust is made up chiefly of particles of insoluble flinty chert with splintered and knifelike edges; (4) this rock is produced by the blowing of dry holes, squibbing, boulder popping, drilling without water, shoveling, tramming, roof and pillar trimming, and the dumping of the bucket at the surface; (5) by observing certain precautions rock dust in the mines can be almost completely abated; (6) there are certain abuses connected with the piece system of work that demand attention and correction as far as practicable.

——— *Bureau of Standards (Department of Commerce). Measurements for the Household. First edition, issued August 28, 1915. Washington, 1915. 149 pp. (Circular of the Bureau of Standards, No. 55.)*

The purpose of this circular is (1) to give information as to units, methods, and instruments of measurement useful in household activities, (2) to describe available means of assuring correct quantity in articles bought by weight and measure, and (3) to give other facts of interest which would awaken an appreciation of the rôle of measurement in daily life.

——— *Department of Labor. Regulations of the department in effect October 15, 1915. Washington, 1915. 259 pp.*

Contains the first compilation of existing rules of administration covering the operation of the department promulgated since its creation on March 4, 1913. Prior to the date upon which these became effective, October 15, 1915, the existing instructions and decisions of the Department of Commerce and Labor, so far as practicable, have been in force, contained in book form as "Circulars of the Department of Commerce and Labor, in effect July 1, 1911." The rules set forth the statutory functions and administrative duties of the various bureaus of the department, together with the regulations of the head of the department and the bureaus governing their internal administration.

——— *Interstate Commerce Commission. Classification of Safety Appliance Defects to be Reported by Federal Inspectors. July 1, 1911. Washington, 1911. 14 pp. and diagram of hand-brake rigging.*

A classification of 300 defects in appliances, mechanism, and parts of air-brake system, couplings, running boards, hand brakes, handrails, etc., used on trains.

——— *Mine Inspectors' Institute of the United States of America. Proceedings Eighth Annual Meeting. St. Louis, Mo. June, 1915. 100 pp.*

The United States Mine Inspectors' Institute organized June 9, 1908, at Indianapolis, Ind., held its eighth meeting in St. Louis, Mo., from June 8 to 11, 1915. All persons commissioned by the States or Territories or by counties as



mine inspectors, as well as those engaged in coal-mining investigations for the Federal Government, are eligible for membership. On May 1, 1915, it had a membership of 82, of whom 29 were from Pennsylvania, 13 from Ohio, and 11 from Illinois, having the largest representation in the order named. The principal discussions of the meeting were devoted to the matter of uniform reports on mining inspection and statistics. The director of the Miners' and Mechanics' Institutes in Illinois, established by the legislature of that State, under an appropriation which became effective at the beginning of 1914, discussed the work of the institutes. The objects of the institutes are to train men to become competent mine superintendents and officers, who would become instruments for the prevention of mine accidents. The courses were so established throughout the different mining towns of Illinois as to permit the men continuing their full-time work at the mines, while at the same time obtaining the desired technical knowledge to fit them for higher positions. The school boards allowed night classes to meet without charge in the school buildings and also to use the chemical and physical laboratories and equipment provided. The institutes held special meetings for the illustration of safe methods of mining coal. From 17 months of experience in conducting these institutes the director recommends that regular courses should be given two evenings each week in mining towns where more than 1,000 miners reside; also that unit courses should be held four nights each week for six weeks in towns where 200 to 1,000 miners live, and that correspondence courses should be offered for miners who can not be reached by the class work. A survey of the 269 mining communities of the State showed 25 larger cities suitable for regular classes, 85 smaller towns for unit courses, and 159 towns which could be reached through correspondence.

In connection with this educational work in Illinois there may be noted the following resolution passed by the institute at this meeting:

*"Resolved*, That it is the sense of the Mine Inspectors' Institute that in order to secure the greatest degree of safety in the operation of coal mines it is absolutely essential that candidates for all positions of authority in respect to underground operations should be required to qualify for such positions by passing an examination that will show their fitness and competency to conduct the operations in a mine in a safe manner."

Dr. J. J. Rutledge, of the Federal Bureau of Mines, and in charge of the southwestern district, read a paper on his "Observations and experiences in mine-inspection work," which related more particularly to the matter of accidents arising from improper shot firing. He seems to recommend the adoption of the electric shot-firing system, at the same time requiring a limitation upon the number of shots to be fired in each working place.

### FOREIGN COUNTRIES.

**Austria.**—*Denkschrift der Arbeiter-Unfallversicherungsanstalt für Neiderösterreich in Wien über das erste Vierteljahrhundert 1889–1914.* Vienna, 1914. 125 pp. Charts and engravings.

This memorial volume is published by the workmen's accident insurance institute for Lower Austria, in Vienna, on the occasion of its twenty-fifth year of existence. During this period the institute has disbursed approximately 96½ million crowns (\$19,500,000) for compensation to 146,000 injured persons and to 6,050 survivors of 3,750 persons fatally injured.

The text part of the volume gives a history of the insurance institute, noting the development of insurance methods, matters relating to the fixing and collecting of premiums, compensation procedure, premium tariffs, actuarial results,

by-laws and organization, arbitration courts, legal definition of insurance terms, etc. The text part is followed by 9 tables and 4 charts of insurance statistics.

The following items, among others, are reported:

	1908	1909	1910	1911	1912
Number of insured establishments.....	53,631	54,810	55,826	93,538	94,580
Number of insured persons:					
Male.....	387,413	383,581	402,375	478,327	506,249
Female.....	112,154	117,098	123,427	155,394	162,948
Number of insured full-time workers of both sexes.....	364,425	372,971	392,790	424,201	451,563
Total amount of computable wages earned.....	\$82,451,032.00	\$86,342,016.00	\$92,977,873.00	\$102,796,783.00	\$113,991,550.00
Total amount of premiums payable during the year..	\$1,580,528.00	\$1,651,980.00	\$1,873,450.00	\$2,056,730.00	\$2,292,563.00
Average annual earnings per full-time worker.....	\$226.24	\$231.50	\$236.99	\$242.32	\$252.43
Average annual premium in per cent of wages.....	1.92	1.91	2.01	2.00	2.01
Average annual premium per full-time worker.....	\$4.34	\$4.42	\$4.76	\$4.85	\$5.08
Number of accidents reported.....	33,816	33,201	33,897	35,033	36,886
Number of compensated accidents causing—					
Temporary disability...	5,853	5,559	6,682	6,866	7,385
Permanent disability (less than 50 per cent).....	1,720	1,425	996	908	652
Permanent disability (50 per cent and over).....	119	145	71	67	57
Death.....	183	143	145	167	199
Number of compensated accidents per 10,000 full-time workers.....	216.1	195.0	201.0	188.8	183.6
Total amount of assets.....	\$7,076,203.53	\$7,460,558.95	\$7,973,235.56	\$8,635,277.97	\$9,594,324.28
Total amount of liabilities..	\$13,516,337.68	\$14,040,611.75	\$14,542,986.69	\$15,152,478.52	\$15,857,954.48
Uncovered liabilities (reserve fund).....	\$6,403,284.15	\$6,535,184.92	\$6,519,784.04	\$6,459,102.12	\$6,108,432.85
Amount of compensation paid.....	\$1,272,643.98	\$1,320,335.36	\$1,354,507.73	\$1,407,631.39	\$1,493,209.62
Cost of administration.....	\$266,253.20	\$276,628.17	\$306,364.90	\$314,731.63	\$351,620.37
Cost of administration in per cent of premiums.....	12.8	12.3	12.5	11.8	11.6

**Australia.**—*Department of the Treasury. Invalid and Old-Age Pensions. Statement for the 12 months ended June 30, 1915.* [Melbourne, 1915.] 10 pp.

Contains results of operations under the invalid and old-age pensions act, 1908–1912. There were reported 111,309 pensioners on the rolls June 30, 1915, as compared with 104,645 in 1914; there was paid in pensions £2,691,317 (\$13,097,294) in 1915, as compared with £2,577,965 (\$12,545,667) in 1914. The average pension paid for the two-week period ending June 30, 1915, was the same as for the corresponding period of the year last preceding, or 19s. 5d. (\$4.72). The cost of administration for the year under review was reported as 1.77 per cent of the total paid in pension and asylum benefits, as compared with 1.81 per cent for the last preceding year.

**Belgium.**—*Ministère de l'Interieur. Annuaire Statistique de la Belgique et du Congo Belge. Quarante-Quatrième Année—1913.* Brussels, 1915. cxxix, 574 pp.

This, the forty-fourth issue of the Belgian statistical yearbook, reports in general data for the year 1912; on a few subjects, however, figures were not available for that year, and those of 1911 are given. Comparative summary tables are given covering a period of 16 to 17 years. The subjects reported upon are arranged under four principal heads, viz: Territory and population; Political, educational, and social conditions; Agriculture, industry, and com-



merce; and the Belgian Congo, with appropriate subdivisions for each. Under the title of "Industry" are to be found data relating to industrial education, factories and workshops, wages, hours of labor, accidents, labor disputes, etc. The development of savings banks, loan offices, unionism, mutual, and co-operative societies, etc., is shown for the period 1895 to 1912.

**Canada.**—*Department of Labor. Report for the fiscal year ending March 31, 1915. Ottawa, 1915. 124 pp.*

This constitutes the administrative report of the Canadian Department of Labor for the year ending March 31, 1915, and summarizes its activities as represented by the publication of the Labor Gazette, the work of the fair wage branch of the department, and through its investigations of wholesale and retail prices, labor organizations, strikes and lockouts, and industrial accidents. Each of the activities of the department under these heads is briefly summarized for the year 1914.

————— *Eighth Report of the Registrar of Boards of Conciliation and Investigation of Proceedings under the Industrial Disputes Investigation Act, 1907, for the fiscal year ending March 31, 1915. Ottawa, 1915. 354 pp.*

This report on the operations of the industrial disputes investigation act is printed as an appendix to the annual report of the department of labor listed immediately above. In the report are found (1) the formal and complete report of each board received during the fiscal year ending March 31, 1915; (2) a statistical summary of proceedings for each year from the enactment of the statute in 1907; (3) a synopsis of proceedings taken in each dispute from 1907. The report will in this way, it is stated, largely meet the requirements of those who desire to examine records of operations in some detail.

There have been referred under the act from its inception March 22, 1907, to March 31, 1915, 177 disputes, in each of which application had been made for a board of conciliation, and in 155 instances boards were established, while in the case of the remaining 19 disputes adjustments were effected without boards. The total number of employees affected by the 177 disputes was 231,426.

The railroading and coal-mining industries have figured most largely before boards of inquiry, and many disputes affecting street railway men and long-shoremen have been referred to boards.

During the fiscal year now ended 16 applications were received, but 20 disputes were dealt with, 4 cases having been left over from the preceding fiscal period. The disputes dealt with were spread over various industries as follows: Metal mining, 2; railways, including railway construction, 6; street railways, 3; light and power, 3; municipal work, 4; street car building, 1; carpentry work, 1. The number of employees concerned in the 20 disputes were 23,509.

————— **PROVINCE OF ALBERTA.**—*Department of Public Works. Annual Report, 1914. Edmonton, 1915. 293 pp.*

The department of public works is divided into the following branches: Highways, architectural and building construction, surveys, mines, steam boilers, correspondence, and accountants.

Reports upon work conditions in mines in the Province disclosed no serious cessation from work during the year; that wages paid at the end of the year were practically the same as those paid at the end of 1913. The total number of employees engaged in mining above ground numbered 2,118 and 6,052 below ground. There were mined during the year 1914 an average of 631 tons of coal



per man employed underground as compared with 737 in 1913 and 708 in 1912. The mine-inspection staff consisted of a chief and eight assistants.

The following summary of statistics for the year 1914 is included:

Mines in operation.....	264	Fatal accidents .....	18
Mines opened .....	42	Accidents inside mines.....	208
Mines abandoned .....	45	Deaths by accidents outside mines..	1
Tons of coal mined.....	3, 821, 739	Serious accidents inside mines.....	35
Tons of coke produced.....	29, 058	Serious accidents outside mines.....	9
Tons of briquettes produced....	109, 082	Slight accidents inside mines.....	45
Number employed inside mines..	6, 052	Slight accidents outside mines.....	5
Number employed outside mines..	2, 118		

**Denmark.**—*Centralarbejds-Anvisningskontorets Virksomhed, 1914-15. Copenhagen, 1915. 12 pp.*

The system of unemployment exchanges for Denmark was reorganized by act of April 29, 1913, in such way as to coordinate the system for all the cities of the country and by making the existing exchange at Copenhagen, which began operations July 4, 1901, a national central one, as the head of the system. Cooperation was also brought about between this system of exchanges and the subsidized unemployment fund by requiring one in receipt of unemployment aid to be registered at an exchange. The board of directors of the system consists of a managing director and 10 members, 5 each representing the employers and employees.

The following table shows the result of operations of the central exchange for Copenhagen as found in its latest annual report here listed, and covering the fiscal years ending March 31, 1902, 1907, 1912 to 1915:

OPERATIONS OF THE COPENHAGEN CENTRAL EXCHANGE FOR DENMARK FOR EACH OF THE FISCAL YEARS ENDING MARCH 31, 1902, 1907, AND 1912 TO 1915.

Fiscal year ending March 31—	Applica- tions.	Vacancies reported.	Situations filled.	Number of applications per 100—	
				Vacancies reported.	Situations filled.
1902.....	26, 873	10, 751	12, 143	250	221
1907.....	50, 916	34, 638	36, 839	147	138
1912.....	40, 514	26, 974	29, 011	150	140
1913.....	47, 600	28, 576	33, 269	167	143
1914.....	49, 893	28, 965	33, 778	172	148
1915.....	43, 780	28, 167	33, 773	155	130

In order to show the effects of the war upon the operations of the exchange the fiscal year April to March was divided into periods covering April to July, August to October, and November to March, and the per cent of the places filled during the year was calculated for each of those periods and compared with the percentages for the corresponding periods of the three fiscal years 1912 to 1914. The result indicated in the table which follows shows that for all positions filled during the normal three-year period 1912 to 1914, 29 per cent were included in the months of August to October, while during the fiscal year 1915—that is, during the war year—this proportion was only 23.5 per cent.

PER CENT OF POSITIONS FILLED IN SPECIFIED PERIODS DURING THE FISCAL YEAR 1914-15, COMPARED WITH CORRESPONDING PERIODS 1912-1914 (3 YEARS).

Period.	Men.		Women.		Total.	
	1911-12 to 1913-14.	1914-15.	1911-12 to 1913-14.	1914-15.	1911-12 to 1913-14.	1914-15.
April-July.....	36.4	37.3	40.0	41.6	38.1	39.2
August-October.....	32.7	25.2	26.5	21.4	29.8	23.5
November-March.....	30.9	37.5	33.5	37.0	32.1	37.3
Total.....	100.0	100.0	100.0	100.0	100.0	100.0

— *Forslag til lov om Forsikring mod Følger af Ulykkestilfælde, Copenhagen, 1915. 132 pp.*

This contains a draft for a law on accident insurance and a report thereon by the workmen's insurance council of Denmark, authorized in November, 1910, by the minister of the interior to undertake such an investigation. The purpose of the inquiry was to consolidate the existing laws on accident insurance, to eliminate inconsistencies contained in them, to remove practical objections which had been raised against them in the course of their operation, and to extend their scope so as to include, for instance, establishments employing alien workmen, and finally to so extend the accident insurance system as to permit the larger independent employers to organize voluntary accident insurance by the aid of a State subsidy. The proposed draft for the law, therefore, consolidates in one act the accident-insurance system of Denmark, which hitherto existed in the form of six separate laws and amendments, the first of which was dated May, 1898. The act of 1898 made industrial workers in general subject to accident insurance, that of 1900 covered fishermen, that of 1905 seamen, and that of 1908 agricultural laborers.

It is stated by the council that the proposed law will extend the accident insurance so as to make it practically an invalidity and survivors' insurance; but at the same time it should be noted that it will not include among injuries subject to compensation those resulting from industrial poisons. The reason for the exclusion of this class of injuries, it is stated, is the fact that so few were found to occur in Danish industries, and, secondly, because of the difficulty of fixing the responsibility for the payment of compensation upon a particular employer, as the disease might have been contracted in some other establishment than in the one in which the employee was at work at the time of the resulting injury.

The provision of the existing law requiring that compensation begin with the fourteenth week following the accident is retained; the first 13 weeks of disability are left to be cared for under the voluntary sickness insurance law. Municipal and public employees are not covered under the proposed law.

An estimate as to the number of industrial employees, fishermen, seamen, and agricultural laborers likely to be included under the new legislation indicated an increase from approximately 477,000 to 898,000. It is further estimated that the State contributions under the new system would total approximately 535,000 crowns (\$143,380) annually. The increase in the amount of compensation which would be necessary on account of the increases allowed to industrial workers under the new act was estimated as 10.6 per cent, or an addition of

83,400 crowns (\$22,351.20) annually. The report presents in an appendix criticisms of the proposed law by individual members of the insurance council.

— *Statistiske Departement. Statistiske Meddelelser. Fjerde Række, 46de Bind. Copenhagen, 1915. 182, 56, 99 pp. (Danmarks Statistik.)*

This volume constitutes the forty-sixth in the general series of Danish statistics, and includes three separate reports, the first on poor relief during 1911-12, the second a report upon the tax assessments and valuations for the fiscal year 1914-15, and the third the results of an academic examination held in June, 1914, of those subject to military service, i. e., the industrial population for the most part.

— *Sygekasseinspektørens Indberetning til Indenrigsministeriet for Aaret, 1914. Copenhagen, 1915. 61 pp.*

This constitutes the annual report for the calendar year 1914 of the chief inspector of registered sick benefit funds in Denmark. Such funds have been in existence in Denmark since 1893, recognized under a law enacted in 1892. The law has, however, been amended from time to time, and a new law was passed on April 29 of this year. An account of the sickness insurance system and its operation may be found in the twenty-fourth annual report of this bureau, Washington, 1909, volume 1, pages 610-623.

The following table presents in summary form the more important data for the calendar years 1910 to 1914, inclusive:

STATISTICS OF REGISTERED SICK-BENEFIT FUNDS, 1910 TO 1914, INCLUSIVE.

	1910	1911	1912	1913	1914
Number of registered funds.....	1,509	1,517	1,523	1,528	1,547
Number of participating members.....	666,679	710,632	749,635	795,639	843,244
Number of associate and contributing members.....	245	229	207	186	178
Assets.....	\$1,981,020.09	\$2,084,010.44	\$2,221,961.74	\$2,384,053.23	\$2,507,118.02
Receipts:					
Benefit premiums.....	1,331,325.11	1,429,435.62	1,531,245.07	1,644,168.74	1,745,020.90
State subsidies.....	570,921.20	611,453.26	654,513.08	694,826.72	741,017.05
Municipal subsidies.....	39,858.57	43,062.24	47,404.91	51,026.13	54,951.52
Other.....	113,283.60	121,339.68	122,233.46	131,289.72	139,630.95
Total.....	2,055,388.48	2,205,290.80	2,355,396.52	2,521,311.31	2,680,620.42
Expenses:					
Pecuniary aid.....	621,762.95	680,253.14	695,375.31	724,235.43	782,818.08
Hospital service.....	175,444.06	203,753.70	219,017.10	248,836.93	284,307.00
Sanatorium treatment for tuberculosis.....	30,984.55	34,452.74	36,407.80	38,263.43	42,258.24
Treatment of insane persons.....	2,849.91	4,850.91	5,307.74	5,277.72	7,337.57
Medical service.....	736,736.56	812,354.90	862,394.79	932,254.62	999,731.66
Medicines.....	212,452.44	237,205.19	246,342.38	260,495.73	275,431.91
Administration.....	145,902.68	158,455.54	171,308.28	177,173.19	189,392.65
Other.....	11,979.33	16,229.28	20,872.65	19,867.19	23,122.24
Total.....	1,938,112.48	2,147,564.40	2,257,026.05	2,406,394.24	2,504,399.35
Average days of sickness per member:					
Male.....	4.8	4.9	4.9	4.7	4.7
Female.....	4.4	4.5	4.4	4.4	4.3

For the last five years (1910-1914) the annual average number of days lost through sickness has been a trifle over 8 days for males reported from Copenhagen, over 6 for those from the provincial towns, and over 3 for those from the rural districts. For females in the same classes of localities it has been approximately 6 days, 5 days, and 3 days, respectively. In the towns skilled workmen constitute nearly one-half the membership, while approximately a third are



unskilled. In the country districts the membership appears about evenly divided between mechanics, peasant farmers, domestics, and agricultural laborers.

In 1893 the members of sick funds in Denmark represented 7.9 per cent of the population, since which time there has been an average annual increase of between 1 and 2 per cent, so that in 1914 the membership constituted 44 per cent of the population over 15 years of age. The average membership for each fund was as follows: In 1910, 442; in 1911, 469; in 1912, 492; in 1913, 521; and in 1914, 545.

The data regarding the sickness insurance of alien workmen and the operations of the burial funds are given separately, but for want of space can not be shown here.

**Germany.**—*Reichsversicherungsamt. Entscheidungen und Mitteilungen des Reichsversicherungsamts, herausgegeben von Mitgliedern des Reichsversicherungsamts. Berlin, 1914. Volume I (473 pp.).*

With the present volume of decisions, rules, and orders, the imperial insurance office begins the publication of a work which, according to the preface, is expected to be valuable in the enforcement of the workmen's insurance law and in the understanding of its theory and practice. The volume will serve as a source of information on all important questions which arise in relation to the enforcement of the law, such as decisions of the imperial and State insurance offices relating to fundamental principles, together with the judgments and awards of insurance authorities, the ordinary courts, administrative courts, and of medical authorities, etc. General orders for the enforcement of the law and statistics of its operation will continue to be published in the *Amtliche Nachrichten* of the insurance office.

The material contained in the present volume is arranged as follows: Decisions, judgments, awards, orders, etc., of the insurance office, in the order of the articles of the code, which they interpret; and decisions, etc., of other than insurance authorities. Topical headings summarize the general principles involved in each decision. The text is indexed by alphabetical order of topics and by order of the sections of the various laws involved in the decision reported.

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— *Vierteljahrshefte zur Statistik des Deutschen Reichs. 24. Jahrgang, 1915. Zweites Heft. Mit 11 Tafeln. Berlin, 1915. 229 pp., 11 leaves.*

This number constitutes the second issue for the year 1915 of the Quarterly Statistics of the German Empire, published by the imperial statistical office. It contains the usual current statistical matter compiled by the office. This particular number contains statistics of sickness insurance in the miners' relief funds for the year 1913; statistics of strikes and lockouts for the first quarter of 1915; criminal statistics for the year 1913; movement of Berlin exchange, 1910-1914; somewhat extended statistics of prices, such as cattle prices for the first quarter of each of the years 1911 to 1915; cattle prices in foreign countries for the same period; retail prices by months of food products and coal in several of the more important cities of Germany during 1914; financial statistics and changes in capitalization of corporations and limited-liability companies during the first quarter, 1915; financial market statistics for the same period; production of distilled spirits and taxes collected thereon during the year 1913-14; criminal statistics of the army and navy, 1914; imperial inheritance taxes, 1913; statistics of animals slaughtered; and crop statistics for 1914. All data are comparative for several preceding years.

For lack of space attention can only be called to the data here reported concerning the activities of the miners' sickness insurance fund provided for in article 74 of the German sickness insurance law (Insurance Code, 1911). The

new insurance law made use of the existing miners' benefit funds already established in the industry. These funds are principally pension funds, but most of them, except in Alsace-Lorraine, also took on the activities of sickness insurance funds. For the most part, as, for instance, in Prussia, Saxony, and Hesse, the pension and the sickness funds are administered separately, but in the case of the funds of other States resort must be had to the estimate to arrive at the receipts, disbursements, and capital chargeable to sickness compensation and pensions.

According to reports received from all miners' funds in Germany, the expenses of the sickness insurance, computed per member for the six years ending 1913, were as follows:

## GENERAL STATISTICS OF GERMAN MINERS' SICK FUNDS FOR THE YEARS 1908 TO 1913.

## I.—Membership, cases, and days of sickness.

Year.	Number of funds.	Average annual active membership.	Number of compensated—	
			Cases of sickness.	Days of sickness.
1908.....	170	865,505	495,032	8,030,355
1909.....	168	884,513	515,213	8,821,899
1910.....	166	885,598	507,349	8,751,440
1911.....	159	899,716	535,621	9,243,556
1912.....	153	932,877	539,276	9,125,188
1913.....	150	989,196	567,963	9,241,412

## II.—Financial statistics.

Year.	Receipts.				Disbursements.				Capital.
	Contributions, dues, and fines collected from members.	Contributions and fines collected from employers.	Interest and miscellaneous receipts.	Total receipts.	Costs of sickness.	Costs of administration.	Miscellaneous disbursements.	Total disbursements.	
1908...	\$4,602,432	\$4,453,004	\$332,445	\$9,387,881	\$7,600,342	\$315,181	\$50,087	\$7,965,610	\$3,190,254
1909...	4,770,278	4,613,932	500,152	9,884,362	8,360,691	339,817	58,098	8,758,606	4,208,706
1910...	4,883,754	4,719,123	385,306	9,988,183	8,499,474	377,124	62,149	8,938,747	5,268,547
1911...	5,007,538	4,862,171	391,342	10,261,051	9,050,719	412,273	63,085	9,526,077	6,012,015
1912...	5,465,844	5,312,588	515,292	11,293,724	9,265,638	423,765	62,079	9,751,482	7,499,780
1913...	5,809,574	5,651,388	628,082	12,089,044	9,686,879	452,378	78,141	10,217,398	9,358,200

As to sickness risk, the miners' funds show more favorable results than the building-trades funds, but less favorable results than the industrial-establishment funds. Thus in 1913 the miners' funds had per member 0.6 cases of sickness with 9.3 days of sickness, while the corresponding figures for the industrial-establishment funds were 0.5 and 9, and for the building-trades funds 0.6 and 11.2.

The total disbursements per member for sickness were 41.15 marks (\$9.79) in the miners' funds and only 35.36 marks (\$8.42) in the establishment funds, while in the building-trades funds they amounted to 40.15 marks (\$9.56).

The table following gives statistical data as to the membership and finances of German miners' sick funds for the years 1908 to 1913.

AVERAGE ANNUAL RESULTS OF SICKNESS INSURANCE IN GERMAN MINERS' FUNDS  
COMPUTED PER MEMBER FOR THE SIX YEARS 1908 TO 1913.

Year.	Average annual results computed per member.													
	Cases of sickness.		Days of sickness.		Con- tribu- tions of mem- bers.	Total re- ceipts.	Disbursements—							
							For physi- cians.	For medi- cines and cura- tives.	Sick bene- fits to mem- bers.	Fu- neral bene- fits.	Matern- ity bene- fits.	Total dis- burse- ments for sick- ness.	Costs of admin- istration.	Total dis- burse- ments.
	Male.	Fe- male.	Male.	Fe- male.										
1908..	0.6	0.3	9.3	5.7	\$5.32	\$10.85	\$1.29	\$1.00	\$4.27	\$0.26	.....	\$8.78	\$0.36	\$9.20
1909..	.6	.3	10.0	6.1	5.39	11.17	1.33	1.04	4.68	.26	(1)	9.45	.38	9.90
1910..	.6	.3	9.9	6.5	5.51	11.28	1.39	1.09	4.43	.24	(1)	9.60	.43	10.09
1911..	.6	.3	10.3	6.4	5.57	11.40	1.42	1.15	4.56	.26	(1)	10.06	.46	10.59
1912..	.6	.3	9.8	6.7	5.86	12.11	1.42	1.17	4.35	.25	(1)	9.93	.45	10.45
1913..	.6	.3	9.4	6.2	5.87	12.22	1.47	1.14	4.06	.24	(1)	9.79	.46	10.32

<sup>1</sup> Less than one-half cent.

**Great Britain.**—*Board of Trade. Hand books on London trades. Clothing trades. Part II.—Boys. London, 1915. 32 pp.*

This is one of a series of handbooks issued for the information of young persons about to become wage earners. It aims to show the opportunities for employment available in any particular industry under review and sets forth the qualifications necessary for entrance into the trade, amount of trade training necessary for its pursuit, and other information of value to the prospective wage earners.

— *Census Office. Classified and Alphabetical Lists of Occupations and Rules Adopted for Classification. London, 1915. 370 pp. (Census of England and Wales, 1911, vol. 10, appendix.)*

Constitutes the latest revision of the lists of occupations of the British census, the first of which was compiled for use in the census of 1861. The first list consisted mostly of terms taken from the directories of London and other large towns, but in 1881 an effort was made to improve it by information collected from leading manufacturers. This plan was also followed in 1901 and in 1911, with considerable additions at the latter date, as a result of correspondence with employers and others who were willing to cooperate, as well as by the adoption of the terms which the employees themselves used in describing their occupations.

There are shown 23 principal classes or orders of occupations, as they are termed.

— *Chief Registrar of Friendly Societies. Reports of the Chief Registrar of Friendly Societies for the year ending December 31, 1913. London, 1915. 3 vols.*

The annual report of the chief registrar usually consists of four parts—a general report, a report on industrial and provident societies, a separate one for trade-unions, and one for building associations. The first three parts are here noted, while part 4 has not been received. The reports are made in pursuance of the friendly societies act of 1896 and of other acts with whose administration the registry is concerned. There have been many amendments of the act since that date affecting the work of the office, the most notable of which are the trade-union act of 1913 and the national insurance act of 1911. The friendly societies are essentially mutual insurance societies restricted by law to (1) sickness, infirmity, and old-age relief and care of widows and orphans of members; (2)



birth and death benefits; (3) travel and other special benefits; (4) endowments; and (5) limited insurance against loss of tools by fire. It requires seven members to organize a society, and registration is voluntary. Registration, however, involves a degree of governmental supervision and a quinquennial valuation of assets and liabilities, among other obligations, while many compensating privileges are granted to registered societies. In the twenty-fourth annual report of this bureau, 1909, volume 2, page 1550 et seq., may be found a study of the origin, growth, and development of friendly societies in Great Britain.

The registry office reports that there is a tendency for the smaller independent societies to affiliate with the large centralized societies. There is also noted an increased registration of societies for the promotion of agriculture, agricultural credit, cattle insurance, cooperative buying, etc.

The annual returns from friendly societies are given under three heads: Branchless friendly societies, societies with branches, and other classes of societies.

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*Home Department. Departmental Committee on Lighting in Factories and Workshops. First Report: Vol. 1, Report and Appendixes; vol. 2, Minutes of Evidence, etc. London, 1915. 2 v.*

This committee was appointed by the secretary of the home office early in 1913 to inquire into and report upon conditions of lighting in factories and workshops. Inquiries for practical purposes were limited in scope to textile, clothing, and machine manufacturing trades; these industries were also the most important in point of view of the number employed and because of the great diversity in character and requirements as to lighting. Fifty witnesses were called and examined, both official and technical, as well as representatives of both employers' and employees' organizations; investigation tours were also made, and actual measurements taken in typical factories; and at the National Physical Laboratory experiments were conducted.

The report carefully defines all technical terms employed. It covers such matters as factors constituting adequate illumination, existing requirements of statutes and orders as to lighting in factories and workshops, actual conditions prevailing, causes of unsatisfactory illumination and the effect of unsatisfactory illumination; it concludes with a series of recommendations. The four factors involved in proper illumination are (1) adequacy; (2) constancy and uniformity; (3) shading of the source of light so as to prevent the light falling directly on the operator; (4) avoidance of extraneous shadows on the work. Illumination is defined as the amount of light which falls on a unit area of the surface; it may be measured by portable illumination photometers, several varieties of which are now in existence. The unit of measurement is the foot candle (on the European Continent meter candle), which is defined as the "illumination produced by a light source of one standard candle at a point of a surface 1 foot from the source and so placed that the light rays from the source strike the surface at right angles" (p. iv).

The committee made the following seven recommendations: (1) There should be a statutory provision (a) requiring adequate and suitable lighting in general terms in every part of a factory or workshop, and (b) giving power to the secretary of state [for home affairs] to make orders defining adequate and suitable illumination for factories and workshops or for any parts thereof or for any process carried on therein. (2) Over the "working areas" of workrooms the illumination, measured on a horizontal plane at floor level, shall not be less than 0.25 foot candle, without prejudice to the illumination required for the work itself. (3) In all parts of iron foundries in which work is carried on or over which any person is ordinarily liable to pass the illumination, measured on a horizontal plane at floor level, shall not be less than 0.4 foot candle.

(4) In all parts of factories and workshops (not included under recommendation (2)) over which persons employed are liable to pass the illumination, measured on a horizontal plane at floor level, shall not be less than 0.1 foot candle. (5) In all open places in which persons are employed during the period between one hour after sunset and one hour before sunrise, and in any dangerous parts of the regular road or way over a yard or space forming the approach to any place of work, the illumination, on a horizontal plane at ground level, shall not be less than 0.05 foot candle. (6) There shall be power for the department to allow exemption in individual cases. (7) All external windows of every workroom shall be kept clean on both the inner and outer surfaces.

The committee notes that the standards which it has adopted in these recommendations are lower than those suggested by experts, but it was considered that the practical requirements of what could be obtained as the minimum standard without hardship to the parties concerned should govern in the matter rather than ideal requirements.

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*Mines and Quarries. General Report with Statistics for 1914.*  
*Part I. Divisional Statistics. London, 1915. 49 pp. map.*

The annual general report on mines and quarries of Great Britain consists of four parts, issued separately: Part 1, here listed, relates to statistics of persons employed, output, and accidents, arranged according to inspection divisions. Comparative tables are shown for mines from 1873 and for quarries from 1895; part 2 gives detailed statistics relative to persons employed, accidents, and inspection; part 3 gives general statistics of output and value of minerals and of exports and imports; part 4 contains colonial and foreign statistics as to persons employed, output, and accidents.

*Coal mines.*—During the first half of the year the number of persons employed in the coal mines was 1,133,746, or 5,856 more than were employed in the corresponding period of 1913; but in December the number had fallen to 981,264. The percentage employed below ground was 80.7, and of the surface workers 3.01 per cent were females. Persons under 16 years of age employed underground formed 5.83 per cent of all underground workers, and of all persons employed those under 16 formed 6.82 per cent.

There were 1,182 separate fatal accidents, causing 1,219 deaths. The number of nonfatal accidents causing disability to an employee for more than 7 days was 158,541. The number of persons suffering such disability was 158,862.

The death rate from accidents to underground workers was 1.19 per 1,000, calculated on the number of persons ordinarily employed during the period January to July, 1914; for surface workers, 0.61; and for all employees in and about such mines, 1.08.

*Metalliferous mines.*—The number of employees at metalliferous mines was 23,709, a decrease of 3,703 as compared with 1913. There were 23 fatal accidents, causing 24 deaths, 1,612 nonfatal accidents, causing 1,624 injuries to persons. The death rate was 1.25 per 1,000 persons employed below ground and 0.65 at the surface, and for all workers combined 1.01.

*Quarries.*—There were employed at the quarries reporting under the quarries act, exclusive of occasional employees, 50,074 inside, and 28,834 outside workers. There were 95 fatal accidents causing 95 deaths, 4,652 nonfatal accidents causing injury to 4,664 persons. The death rate of inside workers due to accidents was 1.54 per 1,000, and for outside workers 0.62, and for all workers 1.20.

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*Treasury Department. Report on the Findings of the Select Committee on Post-Office Servants. First Report. London, 1915. 14 pp.*

This committee was appointed by the postmaster general July 25, 1914, to consider the problems which arose in connection with the report of the select



committee of the House of Commons relating to wages and conditions of employment of post-office employees. The report relates to the internal administration and organization of the post-office staff, methods of wage payment, promotions, allowances, etc.

——— *Ship Building, Munitions, and Transport Areas. Return to an order of the honorable the House of Commons April 29, 1915, for copy of report and statistics of bad time kept in shipbuilding, munition, and transport areas. Treasury Chambers. London, 1915. 31 pp.*

This report consists of returns from the Admiralty department, from the shipbuilding employers' federation, from armament works, and from other sources concerning the alleged difficulty in maintaining full-time employment in the manufacture of munitions, in shipbuilding and in transportation during the war. Reports from the Admiralty concerning employees at the Portsmouth dockyard, which is taken as typical of all the Admiralty dockyards, during the week ending April 24, 1915, disclosed the fact that 78 per cent of the workmen at this yard were working 60 hours and over during the week, i. e., 12 hours or more in excess of the normal week. Reports from the Clyde, Tyne, and Barrow districts, on the other hand, were agreed that at the present time the amount of work put in by the workmen is less than might reasonably be expected.

Data furnished by the shipbuilding employers' federation concerning hours of work of ironworkers showed that 24 per cent of the employees worked more than a normal week of 53 to 54 hours; that of the remaining 76 per cent, 40 per cent worked from 40 to 54 hours a week, and 36 per cent worked under 40 a week; 49.3 per cent worked less than 45 hours a week. These data relate to work done in March, 1915. The record of 159 drillers for a 22-day period (March 8–April 1, 1915) showed that there were 554 cases of out all day, or 15.7 per cent of the total possible and 1,877 cases of out before breakfast (including those out all day), or 53 per cent. These figures represent absences during the ordinary working hours.

Reports from armament works do not indicate that the amount of lost time is as great as in the shipyards. Reports concerning the loss of time in the shipbuilding trades made by investigators of the home office showed that, while many of the men worked regularly and steadily beyond the normal hours, there was a considerable number, especially among the so-called "black squad," who were not working up to the maximum of their capacity. The investigators, on the other hand, found that trade-union restrictions which might tend to diminish the output have been generally removed to meet the exceptional conditions of work in war times.

"The evils of excessive drinking were readily admitted by some of the better workmen, who considered that the action of the minority was bringing unmerited discredit on the workmen as a whole. Others considered that the part played by drinking had been exaggerated, that the workmen had been subjected to too great a pressure and were suffering from the strain, and that the deficiency of output was largely due, especially on the Clyde, to the withdrawal of skilled men, who should be recalled from the colors."

India.—*Department of Mines. Report of the Chief Inspector of Mines in India under the Indian Mines Act (VIII of 1901) for the year ending December 31, 1914. Calcutta, 1915. 81 pp.*

Contains a report of the mine inspector for the calendar year 1914. It is divided into five sections: (1) Persons employed, (2) output of minerals, (3) accidents, (4) prosecutions and additions to the acts, (5) general remarks.



The following items, among others, may be pointed out :

Number of persons employed.....	185, 211
Number employed underground.....	120, 071
Number employed on the surface.....	65, 140
Number employed in coal mines.....	137, 851
Output of coal in tons.....	15, 727, 631
Number of fatal accidents.....	152
Number of persons killed.....	191
Death rate per 1,000 employed.....	1. 03
Death rate per 1,000 employed in coal mines.....	1. 05
Death rate per 1,000,000 tons of coal raised.....	9. 22

——— *Department of Statistics. Memorandum and Statistical Table Relating to Prices and Freights in India Since the Outbreak of the War. Vol. I. Calcutta, 1915. 97 pp.*

Contains the result of a special investigation to ascertain the effect of the war upon prices in India. Actual and relative prices, wholesale and retail, are shown for the principal food grains, oil seeds, and textiles in India, with particular reference to Calcutta. Freight rates on the commodities included are also shown from the principal ports of India to London, Liverpool, Marseille, and New York; also given by index numbers.

There is reported for 13 articles of country produce an increase in price of 4 and a decrease in 9 articles at the end of the year, as compared with July, 1914. The highest increase, or 25 per cent, was in the price of wheat; the greatest decline, or 48 per cent, was in the price of raw jute. On the whole, the combined index number of country produce (food grains, oil seeds, and raw textiles) indicated a fall of 5 per cent at the end of December, 1914, as compared with July of that year; on the other hand, prices of food grains have risen, while those of oil seeds and raw textiles have fallen.

During 1915 the wholesale prices of wheat rose steadily to February 15, when they were 45 per cent above the July prices; but by March 21 they were only 21 per cent above the basic period. Retail prices were also highest (50 per cent above that of July) on February 15, but on March 31 declined to 23 per cent above the standard period. On the other hand, the prices of rice and other food grains showed a decline. Compared with the basis period (July, 1914), prices for rice for all India at the end of March showed a decline of 12 per cent and of 1 per cent for maize.

**Italy.**—*Ministero di Agricoltura, Industria e Commercio. Direzione Generale della Statistica e del Lavoro. Ufficio Centrale di Statistica, Statistica della Emigrazione Italiana negli anni 1912 e 1913 con una appendice di confronti internazionali. Rome, 1915. 176 pp.*

This volume of the Italian statistical office presents data concerning Italian emigration for the years 1912 and 1913, comparative for past years, as follows: General movement of Italian emigration, 1876–1913; territorial distribution of emigration; distribution of emigrants who obtained passports before or after their departure from Italy; classification of emigrants by sex, age, occupation, whether emigrated alone or with their family, by country of destination, quarterly period in which passport was obtained, and port of departure; Italian immigration in American countries, and number of emigrants who returned to Italy. In an appendix are shown emigration statistics of all important European countries and of Japan and immigration statistics of trans-Atlantic countries. The years 1912 and 1913 set new records for emigration from Italy to Europe and Mediterranean countries, the number of emigrants being 308,140 and 313,032, respectively.

Trans-Atlantic emigration in 1912 increased to 403,306 and in 1913 to 559,566, which is the maximum as compared with any preceding year. Of the total number of emigrants in both 1912 and 1913, 81 per cent were males and 19 per cent females. In both years  $7\frac{1}{2}$  per cent of the male emigrants and 21 per cent of the female emigrants were 15 years of age and under. In 1913, of the emigrants over 15 years of age, 33 per cent came from farming occupations, 28 per cent were day laborers and construction workers, and 12 per cent were bricklayers, skilled laborers, stonecutters, kiln men, etc., while the remaining 13 per cent were distributed among various trades and professions.

————— *Provvedimenti di carattere sociale emanati all' estero durante la guerra europea fino al 30 Aprile, 1915. Rome, 1915. 109 pp. (Supplemento al Bollettino dell' Ufficio di Lavoro, No. 26.)*

This volume, issued as a supplement to the Bollettino of the Italian Office of Labor, gives the text or digest of all social legislation promulgated up to April 30, 1915, as a result of the European war in Great Britain, France, Germany, and Austria. This legislation relates very largely to the problem of unemployment, the distribution of food products, control of prices, and the regulation of industry. Those countries which already had some system of unemployment insurance made plans to extend and strengthen it by increasing the benefits allowed, while those countries which did not have organized unemployment funds made arrangements for their creation. Existing employment offices were directed to cooperate more thoroughly in the placing of help. In many instances, to relieve unemployment and to increase the production of war materials, Sunday work was permitted where otherwise forbidden; overtime was limited, particularly in those districts where a large amount of unemployment existed, while in other districts where there was need for more workmen the factory inspectors were directed to extend their permits for exceptions to the existing labor laws. Thus in France longer hours of labor were permitted in coal mines and on work in the interest of national defense. Laws on the attachment of wages were modified in the interest of workmen, and extension was granted to the tenant for the payment of his rent. In Germany a central employment office was created, and some of the restrictions of the labor laws were modified. In Austria agricultural employment offices were specially organized and free transportation granted to agricultural laborers; special public work was provided and certain kinds of construction work, e. g., public works, public utilities, etc., were declared privileged. In Austria also the provisions in the labor laws as to Sunday rest were permitted to be suspended. Laws were invoked to insure the regular operation of coal mines. The benefits paid by organized sick funds were limited by law and penalties provided to compel the prompt payment of dues by members of sick funds.

————— *Ufficio del Lavoro. Dati statistici sui rimpatriati per causa di guerra e sulla disoccupazione. Rome, 1915. 156 pp.*

In this volume the Italian labor office attempts to show the state of unemployment in Italy by means of two methods: First, by following the movement of returned emigrants at the outbreak of the war; and, second, by means of a sort of census of the resident unemployed taken by the different Provinces of the kingdom. The investigation was conducted by the prefects of the different territorial departments by means of schedules prepared by the labor office. The results of the investigation show that in the period from August 15 to September 30, 1914, 470,866 emigrants over 15 years of age returned to Italy. Of this number only 62,787 were women. Of those returning 69 per cent were unable to find private employment, while of the remainder some found employment on public works. Of the 254,548 returned who were agricultural workers, 136,854, or 53.8 per cent, could not find employment upon their return; and of



the 187,428 who were industrial workers, 125,532, or 67 per cent, were unable to find employment.

That part of the investigation relating to unemployment of workmen already resident in the country was not conducted uniformly, for which reason comparable data briefly summarized can not be presented. In general the desired information was obtained for the first 10 days of October, 1914, and the result compared with conditions of employment in normal times, taking the corresponding period of preceding years. Unfortunately no definition was established for the term "unemployment," and it is not known whether all the prefects understood the term in the same way.

**Norway.**—*Departementet for Sociale Saker, Handel, Industri og Fiskeri. Aarsberetninger fra Arbeidsraudet for 1912–1914 og fra Fabrikinspektørerne for 1912 og 1913. Christiania, 1915. 290 pp.*

This volume contains a report of the advisory council of labor for the years 1912–1914 and of the factory inspectors for the years 1912 and 1913, operating under the Norwegian factory act of 1909. For purposes of inspection the county is divided into three factory districts and five mine-inspection districts. There is also one woman inspector who covers all establishments where women and children are employed. There is no summary statement.

The labor council is an advisory body consisting of an equal number of employers and employees. It is authorized to pass on all factory rules and regulations, to determine what establishments are subject to the operation of the law, and in general to advise and aid the factory-inspection department. The State factory inspectors are assisted to a considerable extent by local inspectors in the various cities and towns.

In the southern district the inspectors reported subject to inspection in 1912, 3,443 establishments employing 88,886 workmen, and in 1913, 3,653 establishments employing 93,027 workmen. In this district 40 per cent in 1912 and 39 per cent in 1913 were establishments employing from 1 to 5 persons, the largest proportion of the total. In 1913, 22 per cent employed from 6 to 10 persons, 15 per cent from 11 to 20, 13 per cent from 21 to 51, 5 per cent from 51 to 100, and 5 per cent from 101 to 500, and less than 1 per cent over 500. The proportions for the year 1912 are practically the same. In the northern and western districts combined there were reported in 1913, 3,128 establishments, as compared with 2,920 in 1912. In these establishments there were employed in 1913, 54,013 workmen and in 1912, 50,136. In both 1913 and 1912 in this district approximately 53 per cent of the establishments employed from 1 to 5 workmen. Of these workmen of both sexes in 1913, 3.4 per cent were 14 years of age, but under 16, while 7.2 per cent were 16 years of age but under 18. About the same proportions were reported in 1912. This inspection district reports 5 exemptions from the provisions of the law granted during the year, as compared with 9 in 1912, and 15 infractions of the law in 1913, as compared with 18 in 1912. By the woman inspector and her assistant, there were inspected 557 establishments in 1912 and 739 in 1913. The total number of establishments subject to inspection by the woman inspector was 4,325, which employed on December 31, 1913, 27,562 adult women, 6,146 minors, and 366 children, a total of 34,074. In 1912–13, 21 establishments were reported for infractions of the law. There were found employed by night 284 women, 118 of whom, or the largest proportion, were engaged in mining work.

**South Australia.**—*Inspector of factories. Report of the chief inspector of factories for the year ended December 31, 1914. Adelaide, 1915. 35 pp.*

During the year there were reported on the register 2,070 factories, which employed 21,295 persons. Of these, 15,847 were males and 5,448 females. Of both sexes there were 1,701 between the ages of 13 and 16. The number of factories increased by 78 during the year.



With few exceptions the working hours in all trades are reported as 48 per week. There was a considerably larger amount of overtime worked by boys in tin and sheet-metal trades over the preceding year. Wage boards were reported in existence for 57 different trades. During the year there were reported 120 accidents with no fatalities; these were distributed as follows: Forty-three in iron foundries and metal-working factories, 11 in printing and bookbinding, 4 in tanneries and leather working, 29 in lumber mills and wood-working, and 33 in other miscellaneous establishments.

**Sweden.**—*Socialstyrelsen. Statens förlikningsmäns för medling i arbetstvister verksamhet under ar. 1914. Stockholm, 1915. 69 pp.*

Contains the annual report for 1914 of the State conciliators for the settlement of labor disputes in Sweden. During the year 67 cases were handled, as compared with 72, the annual average for the years 1909–1913. Of 67 cases in which mediation was asked or offered, conciliation proceedings were had in 42 instances, i. e., 62.7 per cent of the total number, as compared with 63.2 per cent, the average for the 5 years preceding. Of the 42 disputes actually conciliated in 1914, 27, or 64.3 per cent, as compared with 67.9 for the 5-year period 1907–1913, were accompanied by strikes.

The settlements which were made by means of conciliation involved 562 employers and 20,308 workmen. Of the 42 cases settled by conciliation, 27 were successfully terminated, while 15 proceedings proved ineffectual. Considering all the cases conciliated, 10, or 23.8 per cent, were settled between the parties themselves; 5, or 11.9 per cent, failed to settle the principle involved in the dispute; 22, or 52.4 per cent, resulted in a compromise; 4, or 9.5 per cent, upheld the contentions of the employers; and 1, or 2.4 per cent, those of the employees.

The first table which follows classifies the 42 conciliation proceedings had by industry and by number of employers and employees involved, while the second table classifies the disputes conciliated by cause:

#### CONCILIATION PROCEEDINGS DURING 1914 CLASSIFIED BY INDUSTRY GROUPS.

Industry groups.	Number of proceedings.	Number of employers.	Number of workers.	Industry groups.	Number of proceedings.	Number of employers.	Number of workers.
Forestry.....	2	2	541	Chemical industry.....	1	1	47
Mining.....	3	3	494	Building trades.....	2	53	2,273
Food products.....	3	12	59	Commerce.....	2	25	713
Clothing.....	2	11	536	Transportation by land..	6	24	3,914
Woodworking.....	13	36	2,172	Not specified.....	1	1	47
Wood pulp and paper....	2	2	570				
Printing and publishing..	1	375	6,800				
Earth, clay, and stones...	4	17	2,142	Total.....	42	562	20,308

#### NUMBER AND PER CENT OF CONCILIATION PROCEEDINGS, CLASSIFIED BY SPECIFIED CAUSES OF DISPUTES.

Causes.	Number.	Per cent.
Demand for wage increase.....	28	66.7
Against reduction of wages.....	2	4.7
Other wage questions.....	1	2.4
Trade-union.....	1	2.4
Demand for collective agreement.....	1	2.4
Conditions of employment.....	1	2.4
Hours of labor.....	1	2.4
Hiring and discharging.....	4	9.5
Working arrangements.....	1	2.4
Interpretation of agreement.....	2	4.7
Total.....	42	100.0

**Western Australia.**—*Registrar of Friendly Societies. Reports of Proceedings by the Registrar of Friendly Societies. Perth, 1914. 46 pp.*

A general statement of receipts, expenditures, assets and liabilities, and balance sheets of registered friendly societies for the year 1913, also particulars as to membership, sickness experience, and deaths.

These societies are regulated by the act of 1894, since which time the payments by members aggregated £594,367 (\$2,892,487.91) and relief had been granted amounting to £354,475 (\$1,725,052.59). Membership and benefit funds are still increasing. The following table gives the principal items of the summary table:

MEMBERSHIP, RECEIPTS FROM MEMBERS, RELIEF GRANTED, AND FUNDS OF FRIENDLY SOCIETIES, 1904, 1910-1913.

Year.	Number of benefit members.	Payments by members.	Relief granted to members.	Capital.		
				Sick and funeral funds.	Medical and management fund.	Sum of the 2 funds.
1904.....	12,889	\$159,660	\$992,459	\$381,446	<sup>1</sup> \$866	\$380,580
1910.....	16,397	229,791	144,180	758,001	13,665	771,666
1911.....	17,637	241,335	152,029	821,577	27,695	849,272
1912.....	18,901	256,844	159,169	901,446	39,691	941,137
1913.....	19,616	273,702	171,778	986,984	44,193	1,031,177

<sup>1</sup> Debit balance.

An amendment to the law was passed during the year allowing under certain restrictions, a suspension of payment of contributions by members on active military or naval service or unemployed and in necessitous circumstances owing to the war.

Actuarial investigation has shown a heavier sickness experience among societies admitting females to membership.

The high sickness rate and excessive mortality experiences in mining lodges were made a subject of investigation, with special reference to deaths, resulting in the conclusion that miners should be required to pay higher contributions than ordinary members.

The number of investing shareholders was 3,634, holding 10,720 shares, with a paid-up capital or subscriptions of £119,603 (\$582,048) and net accumulated profits of £6,949 (\$33,817.31). There were 1,144 borrowers, to whom advances made on mortgage amounted to £158,231 (\$770,031.16) and on land and house property £25 (\$121.66). Repayments of loans, including interest, amounted to £44,279 (\$215,483.75); and loans aggregating £59,110 (\$287,658.82) were made during the year. The total assets amounted to £164,760 (\$801,804.54).

During the year 1912-13 eight cooperative societies furnished reports. The principal items are as follows: Members, 1,515; income for year, £286,314 (\$1,393,347.08); disbursements for goods, wages, and management, £282,379 (\$1,354,197.40); paid-up capital, £10,111 (\$49,205.18); liabilities other than capital and reserve fund, £46,746 (\$227,489.41); and assets aggregating £98,496 (\$479,330.78).

As the workers' compensation act had not been in force for as long as a year at the time of this report, only a limited experience as to operation has been had.

## PERIODICAL PUBLICATIONS RELATING TO LABOR.

### LABOR DEPARTMENTS AND BUREAUS.

**Argentina.**—*Boletín del Departamento Nacional del Trabajo. Buenos Aires.*

*July, 1915 (No. 32).*—Part I.—General conditions of labor; Report of investigation of labor conditions existing in the Territories of Chaco and Formosa; Character of work, contractors and overseers; Prices; Use of legal money, scrip, bonuses, due bills, etc.; Dwellings, food, and clothing; Hygiene, health, and hospitals; Weekly rest, and other conditions obtaining in the lumber regions. Part II.—Two most important establishments engaged in lumbering in Territories of Chaco and Formosa; Capital employed; Sugar factories; Wood extract (tannin); Hours of labor; Wages; Prices of articles of food and clothing; Accidents; Laborers' dwellings.

**Australia.**—*Commonwealth Bureau of Census and Statistics. Labor and Industrial Branch. Labor Bulletin (published quarterly). Melbourne.*

*January-March, 1915 (No. 9).*—Industrial conditions; Unemployment; Retail prices, house rents, and cost of living; Price indexes and the purchasing power of money; Wholesale prices; Industrial disputes; Changes in rates of wages; Current rates of wages; Operations under arbitration and wages board acts; Assisted immigrants; State free employment bureaus; Industrial accidents; The Commonwealth conciliation and arbitration acts; Prohibition of strikes and lockouts; Under-rate workers; Reports of departments and bureaus in Australia; Imperial and foreign publications received.

**Canada.**—*The Labor Gazette issued by the Department of Labor by order of Parliament. Ottawa.*

*October, 1915.*—Notes on current matters of industrial interest; Industrial and labor conditions during September, 1915; Reports of local correspondents; Reports of women correspondents; The Industrial Disputes Investigation Act, 1907; Annual convention of the trades and labor congress of Canada; British coal-mining industry; War organization in distributing trades in Scotland; New Brunswick legislation affecting labor; Mining accident at Coal Creek, British Columbia; Public employment bureaus; Prices, wholesale and retail, Canada, September, 1915; Fair wages schedules in Government contracts, September, 1915; Trade disputes, September, 1915; Industrial accidents, September, 1915; Immigration and colonization; Building permits, September, 1915; Notes on official reports; Recent legal decisions affecting labor.

**Denmark.**—*Statistiske Efterretninger udgivet af det Statistiske Departement. Copenhagen.*

*August 21, 1915 (No. 18).*—Rise in prices during the war, August, 1914, to July, 1915; Law on right of import, 1914; Index number of the Economist.

*October 2, 1915 (No. 21).*—Crop conditions (grains, hay, and straw); Unemployment, July, 1915; Retail prices, September, 1915.

**Finland.**—*Arbetsstatistisk Tidskrift utgifven af Industristyrelsen. Helsingfors.*

*No. 5, 1915.*—Activities of the municipal committee of Helsingfors on relief works, winter of 1914-15; Public employment offices, second quarter, 1915; Industrial accidents, 1912; Finnish industries, 1913; Reports from foreign countries; Maximum Government prices; Retail prices of articles of household consumption by locality, second quarter, 1915.



**France.**—*Bulletin du Ministère du Travail et de la Prévoyance Sociale. Paris.*

*May, June, 1915 (Nos. 5 and 6).*—Social movement—France: Industrial and commercial activity, April, 1915; Strikes and lockouts, May and June, 1915; Collective agreement in the coal-mining industry of Arras; Production of coal, lignite, etc., 1913–1914; Employment in mines, March to May, 1915; Workmen's distributive cooperative societies, January 1, 1914; National unemployment fund (Paris); Benefits paid by the typographical union of Paris; Results of invalidity and old-age insurance law, 1913; Economic situation expressed in index numbers, fourth quarter, 1914; Central employment exchange for refugees and other unemployed. Reports from foreign countries: Review of labor conditions in Germany, February to April, 1915; Cost of living, Berlin, February to April, 1915; Strikes and lockouts, 1914, and during the war in Germany; Trade-unions in Germany, 1913; Trade-union unemployment labor exchanges and strikes and lockouts (1913) in Austria; Trade-unions in Belgium, 1913; Canadian Industrial Disputes Act; Amendment of unemployment insurance law and subsidized funds in Denmark, 1911 to 1914; Unemployment in New York, 1914; Review of the labor market, strikes, employment offices, March to May, 1915, for Great Britain; Trade-unions in Great Britain, 1913; Proposed remedies for the shortage of labor in coal mining in Great Britain. Miscellaneous: Reports of the councils of prudhommes, fourth quarter, 1914; Foreign commerce of France, first six months, 1915; Production of sugar and alcohol; Wholesale prices, April to June, 1915; Bread prices, June, 1915; Laws, decrees, orders, and circulars relative to accident insurance for agricultural laborers; Social insurance during the war; Old-age pensions; Housing, etc.

**Great Britain.**—*The Board of Trade Labor Gazette. London.*

*October, 1915.*—Employment chart; The labor market. Special articles: Employment in Germany in August; Retail food prices in United Kingdom; Retail food prices in Berlin; Retail food prices in Italy; Wages during the war; Labor disputes in 1914; Control of prices and supplies in Germany; Minimum wages for female workers in France. Recent conciliation and arbitration cases; Reports on employment in the principal industries; Labor in the Dominions and in foreign countries; Board of trade labor exchanges. Statistical tables: Trade disputes; Changes in rates of wages and hours of labor; Immigration to the United States; Sliding-scale changes in wages; Distress committees; Building plans; Prices of wheat, flour, and bread; Unemployment insurance; Pauperism; Diseases of occupations; Fatal industrial accidents; Foreign trade; Passenger movement to and from the United Kingdom; Legal cases, official notices, etc.

**Italy.**—*Bollettino dell' Ufficio del Lavoro, Ministero di Agricoltura, Industria e Commercio. Rome. (Semimonthly.)*

*October 1, 1915.*—Investigations and provisions relative to unemployment; Labor market by localities and industries; Labor disputes; Employers' and employees' associations; Congresses and conventions; Retail prices, August, 1915; Publications of the labor office. Labor legislation: Decree of August 22, 1915, regulating the mobilization of industry; Decree of September 9, 1915, regulating accident compensation of workmen employed by the military administration in the war zone; Activities of the labor office; Court decisions relating to labor.

*October 16, 1915.*—Investigations and provisions relative to unemployment; Labor market by localities and industries; Labor disputes; Employers' and employees' associations; Congresses and conventions. Labor legislation: Decree of September 26, 1915, putting the working force in military establishments

under military jurisdiction; Ministerial circular of October 1, 1915, relating to the extension and annulment of agricultural tenancy contracts; Ministerial decree of October 13, 1915, relating to the manufacture and sale of bread; Activities of the labor office; Occupational diseases of iron and steel workers.

**Netherlands.**—*Maandsschrift van het Centraal Bureau voor de Statistiek. The Hague.*

*July, 1915.*—Review of the labor market, second quarter, 1915, and July, 1915 (harbors and fishing); Employment exchanges, June, 1915; Unemployment and unemployment insurance, June, 1915; Strikes and lockouts, June, 1915; Prices, wholesale and retail. Miscellaneous reports of social and economic import. International: Foreign countries and the war (France, Great Britain, and Ireland); Poor relief convention between the Scandinavian countries; Labor market; Employment offices; Strikes and lockouts; Wholesale and retail prices, etc. Statistical tables on the labor market, employment exchanges, prices, building and housing inspection, factory permits, number and occurrence of industrial diseases, and the State revenue, June, 1915. Laws and official documents concerning the protection of workmen, accident insurance, railroad employees, employment exchanges and emigration.

*September, 1915.*—Introductory. Labor market: August, 1915 (building trades, clothing, commercial laundries, coal mining); September, 1915 (harbors and fishing); Employment of interned soldiers in the Netherlands, September 23; Unemployment and unemployment insurance, August, September, 1915; Employment exchanges, August, 1915; Strikes and lockouts, August, 1915; Work regulations and collective agreements; Trade unions; Wholesale and retail prices, September, 1915; Emigration; Court decisions affecting labor; Miscellaneous reports of social and economic import. International: Foreign countries and the war (Germany, Denmark, Italy, Austria). Foreign countries: Labor market; Employment exchanges; Strikes and lockouts; Retail and wholesale prices, etc. Statistical tables on the labor market, employment exchanges, building and housing inspection, factory building permits, occupational diseases and the State budget. Laws and official documents concerning invalidity insurance, accident insurance, etc.

**New South Wales.**—*Industrial Gazette issued by the Department of Labor and Industry. Sydney.*

*August, 1915.*—Introductory matter. The industrial situation, July, 1915: Questions of the cost of living and minimum wage; Emergency legislation; Strikes and lockouts; Employment and unemployment; Labor-exchange system of New South Wales. The statute law of industrial import, New South Wales; Administrative cost of wage boards, 1914-15, and comparisons, 1912 with 1915; Early-closing acts; Judicial and quasi-judicial proceedings. Departmental records, July, 1915: Chief inspector of factories; Gas examiner; Industrial registrar; Investigation office; Labor exchanges. Records of industrial boards and conciliation committees; Awards expired or rescinded, July, 1915; Awards gazetted, July 15-August 11, 1915; Compendium of titles to awards published; Industrial agreements. Labor-exchange supplement, No. 5.

*September, 1915.*—Introductory matter. The industrial situation, August, 1915: Questions of the cost of living and minimum wage; Emergency legislation; Strikes and lockouts; Employment and unemployment. The statute law of industrial import, New South Wales; Judicial and quasi-judicial proceedings. Departmental records, August, 1915: Chief inspector of factories; Gas examiner; Industrial registrar; Investigation office; Labor exchanges. Records of industrial boards and conciliation committees; Awards expired or rescinded,



August 1–September 8, 1915; New awards, August 13–September 8, 1915; Awards in force, September 8, 1915; Industrial agreements; Abridgment of monthly records. Labor-exchange supplement, No. 6.

**New York.**—*The Bulletin, issued monthly by the New York State Industrial Commission.* Albany, N. Y.

*November, 1915 (vol. 1, No. 2).*—Commission's power in anthrax cases; A model State board; Bureau of compensation; Operations of the State fund; Bureau of inspection; The commission's budget; Commission ruling on one-day-of-rest-in-seven law; The labor market, September, 1915; Legal aspects and decisions under the compensation law.

**New Zealand.**—*Journal of the Department of Labor, Wellington.*

*September, 1915.*—Labor market (summary); Conditions of employment; Women's employment branches (reports); Unions' reports; recent legal decisions; Shops and offices act; Workers' compensation act; Recent legal decisions affecting labor in Great Britain. Statistics: Persons assisted to employment during August, 1915; Cooperative works in New Zealand; Accidents in factories reported up to August 27, 1915; Accidents reported under the scaffolding-inspection act; Additional associations and unions registered under the industrial conciliation and arbitration act, 1908; Additional union canceled under the industrial conciliation and arbitration act, 1908; Current retail prices, August 14, 1915; War increases. Special articles: Employment in Germany in May; Employment of soldiers in harvesting; Produce of crops in the United Kingdom in 1914; War problems and how to meet them.

**Sweden.**—*Socialstyrelsen. Sociala Meddelanden. Stockholm.*

*No. 9, 1915.*—State and municipal measures pending the war (reports of the State unemployment commission and the commission on the food supply); Wage bonuses, etc., during the period of the war; Investigation of sanitary conditions in the wood-pulp industry; Conciliation in labor disputes, 1914; Registered sick funds, 1912, 1913; Accidents due to electric current, 1914. Brief notices: State Insurance Institute, January–August, 1915; Employment in Great Britain, July, August, 1915; in Germany, July, 1915; Emigration to the United States; Recruiting through the employment exchanges; Dual representation (paritätische) employment exchanges; Wage bonuses in Denmark and Great Britain during the war; Mine labor in Great Britain; Employment of women in Great Britain; Wage rates in the munition industry in Canada; Retail prices in Denmark, 1914–15. Retail prices of foodstuffs, Great Britain, August, 1914–July, 1915. Public employment bureaus in Sweden, August, 1915; Retail prices of food commodities, August, 1915, 1904 to August, 1915; Price of cattle on the hoof in Sweden, 1904 to August, 1915, June–August, 1915; Prices of fish at Stockholm, August, 1914–August, 1915.

**International Labor Office (Basel, Switzerland).**—*Bulletin des Internationalen Arbeitsamts.* Jena, 1915.

[The German edition of this bulletin, which appears also in French and English, is the earliest published and its contents are therefore here listed.]

*Nos. 1 and 2.*—National labor legislation—**Austria:** Joint decree of the ministers of commerce and interior, September 22, 1913, relating to Sunday rest and rest periods in industrial establishments; Imperial decree, April 7, 1914, relating to accident insurance of miners. **Belgium:** Law, May 26, 1914, amending the law of December 13, 1889, relating to the employment of women and children. **Canada:** Law, May 27, 1914, prohibiting the manufacture, importation, and sale of matches containing white phosphorus. **France:** Law, August 7, 1913, relating to recruiting for the army; Law, August 8, 1913, relating to enlistments and



reenlistments in the navy and amending the law of December 24, 1896, as to registration of enrolled seamen. **Greece:** Law of association, June 21, 1914. **Hungary:** Decree of the minister of commerce, December 31, 1912, regulating the enforcement of the law (No. 5, 1911) prohibiting the manufacture of matches from white or yellow phosphorus. **Switzerland:** Federal law, December 23, 1914, relating to insurance of persons in military service. Appendix: War measures relative to the protection of labor (German Empire, Prussia, Austria, Belgium, Denmark, France, Italy, Switzerland).

*Nos. 3 and 4.*—National labor legislation—**British Colonies:** **Victoria:** Act, September 4, 1911, amending the friendly societies act of 1907; Act, October 20, 1911, relating to pension and compensation rights of certain officers and employees in the railway service and the reinstatement of certain persons in the railway service and for other purposes; Act, October 24, 1911, to insure the better provision of hut accommodations for shearers and others; Act, December 2, 1912, amending the public-service acts and for other purposes; Act, December 7, 1912, consolidating the law relating to the supervision and regulation of factories and shops; Act, December 31, 1912, amending the boiler-inspection act of 1906; Act, December 31, 1912, amending the factories and shops act of 1912; Act, February 17, 1914, amending the mines acts and for other purposes; Act, February 20, 1914, providing for compensation to workers for injuries occurring in the course of their employment; Act, November 2, 1914, to further amend the factories and shops act of 1912. **France:** Decree of March 21, 1914, prohibiting dangerous occupations to female and juvenile workers. **Germany:** Federal decree of February 2, 1914, regulating the enforcement of the law relating to the sale of potassium salts; Decree of the imperial commission of standards as to transitional regulations for the regauging of box cars and buckets in stone quarries. **Portugal:** Law, January 22, 1915, determining the daily hours of labor of mercantile employees; Law, January 22, 1915, determining the hours of labor in industrial establishments; Law, January 22, 1915, amending the decree relating to the labor of juvenile and female workers. **Switzerland:** **Zurich (City):** Decree, February 21, 1914, relating to the award of contracts for the city of Zurich. **Schwyz (Canton):** Resolution of February 28, 1912, amending the regulations for the enforcement of the federal factory law of January 12, 1894; Resolution of February 28, 1912, amending the police regulations of January 12, 1894, relating to observance of Sunday rest. **Freiburg (Canton):** Decree of the council of state of March 26, 1910, regulating the activities of the cantonal employment office for men. **Basel (City):** Resolution of the Government council of May 14, 1914, amending the decrees of December 15, 1906, and February 9, 1910, relating to regular night work of apprentices; Law, May 28, 1915, amending the law of December 16, 1909, relating to the creation of a State unemployment fund and the grant of subsidies to private unemployment funds. Appendix: War measures relative to protection of labor (German Empire, Belgium, Denmark, France, Great Britain and Ireland, Italy, Netherlands, Roumania, Russia, Sweden, and Switzerland).

*Nos. 5 and 6.*—(An analyses or digest according to subjects.) National labor legislation; General labor legislation; Protective legislation for special occupations; Unemployment and employment offices; Industrial courts; Right of coalition; Courts of conciliation and arbitration; Workmen's housing; Labor inspection. National social insurance: Sickness, accident, old-age, invalidity, and survivors insurance. Labor legislation in the United States, 1912, 1913. Pending labor legislation (Australia, New South Wales, Victoria, South Australia, West Australia, New Zealand, Norway, Sweden). Current publications on labor matters.

**Nos. 7 and 8.**—International labor legislation—Amendment of May 30, 1914, of the agreement of August 27, 1907, between the German Empire and the Netherlands as to accident insurance. National labor legislation—**France:** Law, July 10, 1915, amending Titles III and V of Book I of the Labor Code [minimum wages for female home workers in the clothing industry]; Circular letter of July 24, 1915, of the minister of labor containing instructions as to the enforcement of the law of July 10, 1915. **Germany:** Publication of the ratification of the amendment to the agreement between the German Empire and the Netherlands as to accident insurance. **Spain:** Royal decree of August 24, 1913, determining the maximum hours of labor of workers of both sexes in the textile industry and regulating piece rates in the industry. **Switzerland:** Federal law, June 18, 1915, amending the federal law of June 13, 1911, relating to sickness and accident insurance. **Neuchâtel (Canton):** Law, November 24, 1910, relating to Sunday rest; Decree of November 21, 1912, amending the law on Sunday rest; Decree of February 15, 1913, relating to the supervision of mercantile apprentices and their final examination. **Vaud (Canton):** Law, August 24, 1911, relating to industrial courts; Law, November 22, 1911, relating to the apprenticeship system; Order of December 29, 1911, regulating the enforcement of the apprenticeship law. **Lucerne (Canton):** Law, November 26, 1913, relating to public holidays. **United States:** Act, February 24, 1914, regulating the hours of employment and safeguarding the health of females employed in the District of Columbia; Act, October 15, 1914, supplementing existing laws against unlawful restraints and monopolies and for other purposes (Clayton Act). Appendix: War measures relative to the protection of labor (German Empire, Prussia, Austria, Great Britain and Ireland, Italy, Netherlands, and Switzerland).

### MISCELLANEOUS.

**Austria.**—*Amtliche Nachrichten des k. k. Ministeriums des Innern betreffend die Unfallversicherung und die Krankenversicherung der Arbeiter.*

**September, 1915.**—General part: Joint order of the ministers of justice, interior, and public works, August 11, 1915, as to the form of decisions, agreements, judgments, etc., of arbitration courts of the accident and invalidity insurance; Decisions of the administrative court as to old-age insurance of salaried employees. Accident insurance: Election and appointment of officers of workmen's accident insurance institutes and courts of arbitration; Decisions of the courts of arbitration; Financial report of the workmen's accident insurance institutes, 1913. Sickness insurance: Decisions of the administrative court.

**October, 1915.**—General part: Communications of the ministry of the interior as to care of persons injured in the war; Decisions of the administrative court relating to invalidity and old-age insurance of salaried employees. Accident insurance: Election and appointment of officers of workmen's accident insurance institutes and courts of arbitration; Decisions of the courts of arbitration. Sickness insurance: Summary statistics of the sick funds, 1913. Supplement: Imperial decree of September 16, 1915, relating to extension of article 9 of the miners' fund law to members of such funds who in the present war have directly or indirectly rendered military or other similar services to the German Empire.

**Germany.**—*Amtliche Nachrichten des Reichsversicherungsamts. Berlin. (Monthly.)*

**January 15, 1915.**—Official: A. Accident insurance: Accident statistics and financial reports of the carriers of the workmen's accident insurance for 1913. B. Sickness, invalidity, and survivors' insurance: Statistics and financial reports of the carriers of the workmen's old-age and invalidity insurance for 1913.



*February 15, 1915.*—Official: Administrative report of the imperial insurance office for 1914.

*March 15, 1915.*—Official: A. General news: Circular order of the imperial chancellor of August 6, 1914, to all imperial diplomatic representatives and consular authorities as to observation of the regulations for German subjects entitled to accident pensions who live in foreign countries and as to cooperation of the imperial representatives in foreign countries in the enforcement of the imperial workmen's insurance law. B. Accident insurance: Administrative orders; Decisions on appeals; Decisions of the decision senates; Miscellaneous decisions. C. Sickness, invalidity, and survivors' insurance; Administrative orders; List of admitted substitute sick funds (Ersatzkassen); Decisions of the decision senates; Miscellaneous decisions; Disbursements of the invalidity insurance institutes, November and December, 1914, for pensions and benefits to insured persons and their survivors; Receipts in December, 1914, and January, 1915, from the sale of contribution stamps. Unofficial: Book reviews.

*April 15, 1915.*—Official—A. Accident insurance: Circular letter of February 27, 1915, of the central committee in re cooperation of the trade accident insurance associations with the Red Cross Association; Administrative orders; Decisions on appeals; Decisions of the decision senates; Miscellaneous decisions. B. Sickness, invalidity, and survivors' insurance: Administrative orders; Statement of the funds of the invalidity insurance carriers available for and invested in workmen's housing work; Decisions on appeals; Decisions of the decision senates; Miscellaneous decisions; Contribution stamps sold, 1914; Disbursements of the invalidity insurance institutes in January and February, 1915, for pensions and benefits to insured persons and their survivors; Receipts in February and March, 1915, from the sale of contribution stamps.

*May, 1915.*—Official—A. Accident insurance: Circular order of April 18, 1915, of the imperial insurance office supplementing the regulations as to payment of accident compensations; Decisions on appeals; Decisions of the decision senates. B. Sickness, invalidity, and survivors' insurance: Decree of the imperial chancellor, April 23, 1915, increasing maternity benefits during the war; Circular letter of the imperial insurance office to the directorates of the insurance institutes showing the extent and cost of care of pensioners in homes for invalids; Circular letter of the imperial insurance office showing investment for welfare purposes of funds of the invalidity insurance institutes; Decisions on appeals; Decisions of the decision senates; Miscellaneous decisions; Disbursements of the invalidity insurance institutes, March, 1915, for pensions and benefits to insured persons and their survivors; Receipts in April, 1915, from the sale of contribution stamps.

*June 15, 1915.*—Official—A. Accident insurance: Supplementary convention, May 30, 1914, between the German Empire and the Netherlands as to accident insurance and notice of the imperial chancellor as to ratification of this convention; Decisions on appeals; Miscellaneous decisions. B. Sickness, invalidity, and survivors' insurance; Circular letter of the imperial insurance office, May 28, 1915, as to the care of wounded soldiers; Circular letter of the imperial office, April 20, 1915, to the invalidity insurance institutes providing that in the pension and benefit lists all cases in which invalidity or death is due to the war shall be specially indicated; Decisions on appeals; Miscellaneous decisions; Disbursements of the invalidity insurance institutes, April, 1915, for pensions and benefits to insured persons and their survivors; Receipts in May, 1915, from the sale of contribution stamps.

*July 15, 1915.*—Official—Approval by the imperial insurance office of regulations for accident prevention and risk tariffs, second quarter, 1915; Decisions on



appeals; Miscellaneous decisions. B. Sickness, invalidity, and survivors' insurance: Circular order of the imperial insurance office, June 23, 1915, relating to the care of wounded soldiers; Supplementary list of special sick funds admitted by the imperial insurance office; Decisions on appeals; Miscellaneous decisions; Disbursements of the invalidity insurance institutes, May, 1915, for pensions and benefits to insured persons and their survivors; Receipts in June, 1915, from the sale of contribution stamps.

**Italy.**—*Bollettino dell'Emigrazione, Ministero degli Affari Esteri, Commissariato dell'Emigrazione. Rome. (Monthly.)*

*August 15, September 15, 1915.*—Decrees of the emigration commission as to passenger rates for the transportation of emigrants in 1915.

——— *Ministero di Agricoltura, Industria e Commercio. Ufficio del Lavoro.*

*Bollettino dell'Ispettorato dell'Industria e del Lavoro. Rome. Bimonthly.*

*January-February, 1915.*—Orders relating to the inspection service; Activity of the inspectors; Administrative orders; Court decisions relating to labor. Special investigations and reports: The manufacture of motors and electric transformers.

*March-April, 1915.*—Orders relating to the inspection service; Activity of the inspectors; Administrative orders; Court decisions relating to labor. Special investigations and reports: Therapeutical bathing establishments and the law on Sunday rest; The baking industry in Aquila; Employment of children and female minors on linotype machines.

*May-June, 1915.*—Orders relating to the inspection service; Activity of the inspectors; Labor legislation; Administrative orders; Court decisions relating to labor. Special investigations and reports: Cultivation and manufacture of oriental tobacco in Italy; Manufacture of oriental tobacco in the district of Lecce.





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U. S. DEPARTMENT OF LABOR  
BUREAU OF LABOR STATISTICS

ROYAL MEEKER, Commissioner

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1915



# SERIES OF BULLETINS PUBLISHED BY THE BUREAU OF LABOR STATISTICS.

*[The publication of the Annual and Special Reports and of the bimonthly Bulletin has been discontinued, and since July, 1912, a Bulletin has been published at irregular intervals. Each number contains matter devoted to one of a series of general subjects. These Bulletins are numbered consecutively in each series and also carry a consecutive whole number, beginning with No. 101. A list of the series, together with the individual Bulletins falling under each, is given below. A list of the Reports and Bulletins of the Bureau issued prior to July 1, 1912, will be furnished on application.]*

## Wholesale Prices.

- No. 1. Wholesale prices, 1890 to 1912. (Bul. No. 114.)
- No. 2. Wholesale prices, 1890 to 1913. (Bul. No. 149.)
- No. 3. Index numbers of wholesale prices in the United States and foreign countries. (Bul. No. 173.)
- No. 4. Wholesale prices, 1890 to 1914. (Bul. No. 181.)

## Retail Prices and Cost of Living.

- No. 1. Retail prices, 1890 to 1911: Part I. (Bul. No. 105: Part I.)  
Retail prices, 1890 to 1911: Part II—General tables. (Bul. No. 105: Part II.)
- No. 2. Retail prices, 1890 to June, 1912: Part I. (Bul. No. 106: Part I.)  
Retail prices, 1890 to June, 1912: Part II—General tables. (Bul. No. 106: Part II.)
- No. 3. Retail prices, 1890 to August, 1912. (Bul. No. 108.)
- No. 4. Retail prices, 1890 to October, 1912. (Bul. No. 110.)
- No. 5. Retail prices, 1890 to December, 1912. (Bul. No. 113.)
- No. 6. Retail prices, 1890 to February, 1913. (Bul. No. 115.)
- No. 7. Sugar prices, from refiner to consumer. (Bul. No. 121.)
- No. 8. Retail prices, 1890 to April, 1913. (Bul. No. 125.)
- No. 9. Wheat and flour prices, from farmer to consumer. (Bul. No. 130.)
- No. 10. Retail prices, 1890 to June, 1913. (Bul. No. 132.)
- No. 11. Retail prices, 1890 to August, 1913. (Bul. No. 136.)
- No. 12. Retail prices, 1890 to October, 1913. (Bul. No. 133.)
- No. 13. Retail prices, 1890 to December, 1913. (Bul. No. 140.)
- No. 14. Retail prices, 1907 to December, 1914. (Bul. No. 156.)
- No. 15. Butter prices, from producer to consumer. (Bul. No. 164.)
- No. 16. Retail prices, 1907 to June, 1915. (Bul. No. 184.) [In press.]

## Wages and Hours of Labor.

- No. 1. Wages and hours of labor in the cotton, woolen, and silk industries, 1890 to 1912. (Bul. No. 128.)
- No. 2. Wages and hours of labor in the lumber, millwork, and furniture industries, 1890 to 1912. (Bul. No. 129.)
- No. 3. Union scale of wages and hours of labor, 1907 to 1912. (Bul. No. 131.)
- No. 4. Wages and hours of labor in the boot and shoe and hosiery and knit goods industries, 1890 to 1912. (Bul. No. 134.)
- No. 5. Wages and hours of labor in the cigar and clothing industries, 1911 and 1912. (Bul. No. 135.)
- No. 6. Wages and hours of labor in the building and repairing of steam railroad cars, 1890 to 1912. (Bul. No. 137.)
- No. 7. Union scale of wages and hours of labor, May 15, 1913. (Bul. No. 143.)
- No. 8. Wages and regularity of employment in the dress and waist industry of New York City. (Bul. No. 146.)
- No. 9. Wages and regularity of employment in the cloak, suit, and skirt industry. (Bul. No. 147.)
- No. 10. Wages and hours of labor in the cotton, woolen, and silk industries, 1907 to 1913. (Bul. No. 150.)
- No. 11. Wages and hours of labor in the iron and steel industry in the United States, 1907 to 1912. (Bul. No. 151.)
- No. 12. Wages and hours of labor in the lumber, millwork, and furniture industries, 1907 to 1913. (Bul. No. 153.)
- No. 13. Wages and hours of labor in the boot and shoe and hosiery and underwear industries, 1907 to 1913. (Bul. No. 154.)
- No. 14. Wages and hours of labor in the clothing and cigar industries, 1911 to 1913. (Bul. No. 161.)
- No. 15. Wages and hours of labor in the building and repairing of steam railroad cars, 1907 to 1913. (Bul. No. 163.)
- No. 16. Wages and hours of labor in the iron and steel industry in the United States, 1907 to 1913. (Bul. No. 168.)
- No. 17. Union scale of wages and hours of labor, May 1, 1914. (Bul. No. 171.)
- No. 18. Wages and hours of labor in the hosiery and underwear industry, 1907 to 1914. (Bul. No. 177.)
- No. 19. Wages and hours of labor in the boot and shoe industry, 1907 to 1914. (Bul. No. 178.)

[See also third page of cover.]

**Women in Industry.**

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- No. 2. Working hours of women in the pea canneries of Wisconsin. (Bul. No. 119.)
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- No. 4. Hours, earnings, and conditions of labor of women in Indiana mercantile establishments and garment factories. (Bul. No. 160.)
- No. 5. Summary of the report on condition of woman and child wage earners in the United States. (Bul. No. 175.)
- No. 6. Effect of minimum-wage determinations in Oregon. (Bul. No. 176.)
- No. 7. Women in the boot and shoe industry in Massachusetts. (Bul. No. 180.)
- No. 8. Extent and causes of unemployment among women in department and other retail stores of Boston, Mass. (Bul. No. 182.) [In press.]

**Workmen's Insurance and Compensation (including laws relating thereto).**

- No. 1. Care of tuberculous wage earners in Germany. (Bul. No. 101.)
- No. 2. British National Insurance Act, 1911. (Bul. No. 102.)
- No. 3. Sickness and accident insurance law of Switzerland. (Bul. No. 103.)
- No. 4. Law relating to insurance of salaried employees in Germany. (Bul. No. 107.)
- No. 5. Workman's compensation laws of the United States and foreign countries. (Bul. No. 126.)
- No. 6. Compensation for accidents to employees of the United States. (Bul. No. 155.)
- No. 7. Workmen's compensation legislation of 1914 and 1915. (Bul. No. 185.)

**Industrial Accident and Hygiene.**

- No. 1. Lead poisoning in potteries, tile works, and porcelain enameled sanitary ware factories. (Bul. No. 104.)
- No. 2. Hygiene of the painters' trade. (Bul. No. 120.)
- No. 3. Dangers to workers from dusts and fumes, and methods of protection. (Bul. No. 127.)
- No. 4. Lead poisoning in the smelting and refining of lead. (Bul. No. 141.)
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- No. 7. Industrial poisons used in the rubber industry. (Bul. No. 179.)

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- No. 4. Industrial court of the cloak, suit, and skirt industry of New York City. (Bul. No. 144.)
- No. 5. Conciliation, arbitration, and sanitation in the dress and waist industry of New York City. (Bul. No. 145.)

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- No. 4. Decisions of courts and opinions affecting labor, 1913. (Bul. No. 152.)
- No. 5. Labor legislation of 1914. (Bul. No. 166.)
- No. 6. Decisions of courts affecting labor, 1914. (Bul. No. 169.)
- No. 7. Labor legislation of 1915. (Bul. No. 186.) [In press.]

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- No. 12. Regularity of employment in the women's ready-to-wear garment industry. (Bul. No. 183.) [In press.]



















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